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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

caut acpu bulletin

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P.M.'s advisors call for doubling of science funds

by Donald C. Savage
CAUT Executive Secretary

The University Committee of the Prime Minister's National Advisory Board on Science and Technology has recommended to the Prime Minister that the base funds of the three federal research councils be doubled in three years. The base funds should then be indexed at 1.5 times the growth in the GNP for the next five years, the Committee said.

Prof. John Evans, President of CAUT, said in letters to the head of the Committee, Pierre Lortie, and the Prime Minister: "This enlightened suggestion would, if adopted by the federal government, dramatically change not only the infrastructure for research in Canadian universities but eliminate the current malaise among university researchers who consider that Ottawa has abandoned them over the past 15 years.

"It would be a dramatic display of leadership by the federal government and would allow it to demonstrate in the clearest possible way that it had met the promises given and the expectations raised in the 1984 election concerning a new deal in the area of research and development."

The original version of the report called for the doubling of the base funds to take place in two years.

The report contains a ringing defence of the importance of basic research. The authors note that the universities cannot play a role in the diffusion of scientific and engineering knowledge unless their base funding is reasonable. They state that increases for targeted research should not be at the expense of basic research and that differentiation should be secured by competition and not by government fiat.

The report suggests that the matching grant scheme be over and above the increase in the base funds of the councils. It says, as CAUT has been saying ever since the scheme came into being, that it was flawed because it was combined with a freeze on the base funds of the councils, thus ensuring that there was little or no real increase in the base funds for the councils.

"In reality", the report says, "the matching grants policy is a clever way of constraining the growth of government funding to granting Councils." If the matching grants scheme were conceived as an add-on to the increased base funds, then, the authors state, it would act to reorient a small but significant portion of academic research ". . .in a manner that is more closely attuned to Canada's needs and comparative advantages".

The report also says that the problem of indirect costs should be conceived as a separate question and should be solved by federal/provincial negotiations. In this connection it suggests that there should be a new post-secondary education agreement that incorporates agreed upon objectives and norms for the university system, although it rejects the idea that the provinces should be required to spend the federal money they receive for postsecondary education on postsecondary education.

A particularly controversial section of the report calls for a substantial shift of research activities from federal laboratories to the universities. One of the reasons offered is that "the Canadian university system is the only research apparatus in our country that is truly national in scope. Universities are located in every region and are better positioned to be responsive to the needs and aspirations of these milieus."

The report, however, offers no details on how such a massive change would take place, although

See DOUBLING/20

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- ☐Pierre Bois, President, Medical Research Council
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Conseils de recherches: les fonds de base seraient doublés

par Donald C. Savage
Secrétaire général de l'ACPU

Le comité responsable des universités, relevant du Conseil consultatif national des sciences et de la technologie du premier ministre, a recommandé à ce dernier de doubler en trois ans les crédits de base des trois conseils de recherches fédéraux. Selon le comité, il faudrait les indexer d'une fois et demie le taux de croissance du PNB pendant les cinq prochaines années.

M. Evans, président de l'ACPU, à déclaré, dans une lettre à M. Lortie et au premier ministre: "Cette suggestion éclairée, si le gouvernement fédéral l'adopte, modifierait radicalement non seulement l'infrastructure de la recherche dans les universités canadiennes mais éliminerait le malaise prévalant actuellement chez les chercheurs universitaires qui estiment que le gouvernement fédéral les a abandonnés depuis quinze ans. Le fédéral ferait ainsi preuve de leadership et montrerait de façon éclatante qu'il a rempli les promesses faites et les attentes suscitées pendant la campagne électorale de 1984 au sujet d'une nouvelle entente dans le secteur de la recherche et du développement."

Les auteurs du rapport, dans la version originale, recommandait fortement que les fonds de base soient doublés en deux ans.

Le rapport défend avec force l'importance de la recherche fondamentale. Les auteurs font remarquer que les universités ne peuvent jouer un rôle dans la diffusion des connaissances de la science et du génie à moins que leur budget de base soit suffisant. Ils signalent qu'il ne faut pas augmenter les subventions de la recherche orientée au détriment de la recherche fondamentale et que la différenciation doit découler de la concurrence et non d'une ordonnance du gouvernement.

Le rapport suggère que le programme de subventions de contrepartie s'ajoute à l'augmentation des crédits de base des conseils. Les auteurs déclarent que le programme, ce que l'ACPU prétend depuis sa création, est déficient parce qu'il est combiné à un gel des crédits de base des conseils. Le gouvernement a donc fait en sorte que les crédits de base des conseils augmentent peu ou pas du tout. Selon les auteurs, le programme de subventions de contrepartie est, en réalité, un moyen intelligent de contraindre le gouvernement à hausser les fonds versés aux conseils. Si le but du programme était d'ajouter des sommes à des crédits de base accrus, il servirait alors à réorienter une petite partie, mais combien importante, de la recherche univer-

Voir SCIENCES/20

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CAUT comments / Commentaires de l'ACPU

Endangered students

Reprinted from The Globe and Mail

Why is the self-evident sometimes so difficult for Canadian authorities to grasp? Why, to be more specific, has a five-year decline in the number of foreign students attending Canadian universities been allowed to run this far when it is obviously against the country's best interest, and when it contradicts the traditional generosity of spirit Canada displays toward developing countries?

A recent report by the Canadian Bureau for International Education showed that the number of foreign undergraduate students in the country fell by almost 15 per cent last year. Our institutions of higher learning did not, of course, post notices forbidding them entry. James Fox, policy director for the CBIE, explains that it was done by way of progressively discouraging fees and a "patchwork of inconsistent and contradictory policies."

He described as "overwhelming" the decline at the undergraduate level and warned that if it continued "then indeed we are seeing the extinction of the undergraduate foreign student in Canada." It is not an extravagantly pessimistic assessment in light of the evidence. Ontario's foreign student enrolment has fallen by 40 per cent in the past five years, which is hardly surprising when fees for the "outsiders" have been running at twice (or more) those of domestic students. In Quebec, another key province for foreign students, the fee differentials have been even higher.

This is an odd state of affairs. Earlier this year, a study of the spending patterns of foreign students in Canada found that they injected more than $300-million into the economy during the 1984-85 year, and that the five-year decline had cost us more than $70-million.

Canada seems of late to have been asserting itself more firmly in international affairs, taking a leadership role in the Commonwealth and showing sympathetic concern for the plight of developing countries. What could be more appropriate to such a stance than to welcome the foreign student — the individual most likely, one would think, to assume a position of influence in his own country? We might be glad of friends like that.

The point has not been lost on a number of other countries in a position to offer places in their universities to foreign students. The Japanese, after a slow start, are now committed to raising their intake from the modest current level of 15,000 to 100,000 by the end of the century. The United States, France, West Germany and the Soviet Union are among the countries eagerly scrambling for a share of the one million students being educated outside their home countries.

The topic won some attention at the recent Quebec conference of the Canadian Bureau for International Education, but despite all the talk we did not seem to move a great deal closer to a clear national policy. Secretary of State David Crombie touched on federal government plans to relax regulations that restrict students and their spouses from working while in Canada — which is all to the good — but little

See STUDENTS/20

Étudiants en danger

Tiré du Globe and Mail

Pourquoi est-il parfois si difficile pour les autorités canadiennes de voir ce qui saute aux yeux? Pour être plus précis, pourquoi a-t-on permis qu'une baisse des étudiants étrangers fréquentant les universités canadiennes, qui dure depuis cinq ans, atteigne cette ampleur, lorsqu'elle va clairement à l'encontre des intérêts supérieurs du pays et qu'elle contredit le traditionnel esprit de générosité dont le Canada fait montre envers les pays en développement?

Un rapport récent du Bureau canadien de l'éducation internationale révèle que le nombre d'étudiants étrangers de 1er cycle au pays a diminué de près de 15% l'an dernier. Nos institutions de haut savoir ne leur ont évidemment pas interdit l'entrée par des affiches. James Fox, directeur des politiques au BCEI, explique que nous en sommes arrivés là par des hausses progressives et pour le moins décourageantes des frais de scolarité et par un "ensemble disparate de politiques contradictoires et sans suite".

Il estime que la baisse au 1er cycle est "accablante" et prévient que si elle se poursuit, "nous assisterons bel et bien à l'extinction de l'étudiant étranger de 1er cycle au Canada". À la lumière des faits, il ne s'agit pas là d'une prévision exagérément pessimiste. Les inscriptions d'étudiants étrangers ont diminué de 40% en Ontario au cours des cinq dernières années, ce qui ne surprend guère compte tenu du fait que les frais de scolarité pour les "étrangers" sont le double (et même plus) de ceux des étudiants canadiens. Au Québec, autre province clef pour les étudiants étrangers, l'écart des frais de scolarité est encore plus grand.

Il s'agit d'une situation curieuse. Plus tôt cette année, une étude des habitudes de dépenses des étudiants étrangers au Canada a révélé que ces derniers ont injecté plus de $300 millions dans l'économie pendant l'année 1984-85 et que la baisse que l'on connaît depuis cinq ans nous a coûté plus de $70 millions.

Depuis un certain temps, le Canada semble vouloir s'affirmer avec plus de force au plan international, assumant un rôle de leader au sein du Commonwealth et démontrant de la sympathie pour le sort des pays en développement. Qu'y aurait-il de plus conforme avec une attitude comme celle-là que d'accueillir des étudiants étrangers, ceux-là mêmes, serions-nous portés à croire, qui sont les plus susceptibles d'accéder à des postes d'influence dans leur propre pays? Avoir des amis de ce genre devrait nous réjouir.

Un certain nombre d'autres pays en mesure d'accueillir des étudiants étrangers dans leurs universités ont compris cela. Le Japon, bien qu'il ait été lent à agir, s'est maintenant engagé à accroître, d'ici la fin du siècle, jusqu'à 100,000 le nombre d'étudiants étrangers qu'il reçoit, et qui est actuellement d'un modeste 15,000. Les Etats-Unis, la France, l'Allemagne de l'Ouest et l'Union soviétique comptent parmi les pays qui se disputent avidement une part du million d'étudiants recevant un enseignement à l'extérieur de leur pays d'origine.

La question a quelque peu retenu l'attention à la récente conférence

Voir ÉTUDIANTS/20

Censured Administrations

caut acpu

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

President's message / Le mot du président

Government bodies do sometimes give Christmas presents, even to lobbying groups and university researchers. This is certainly the case with the report of the University Committee of the National Advisory Board on Science and Technology, which was received by the Board just before Christmas. It should be remembered that the Board is chaired by the Prime Minister and made up of influential and informed individuals from industry, government and the universities. There is good reason to believe that the report will have some effect on the actions of the government in the next year.

The major positive recommendation in the report is that the base budgets of the federal research councils should be doubled in three years and afterwards that the base annual funding be increased by 1.5 times the growth in the GNP. Should this recommendation be accepted, there would be a startling and welcome change in the basic research activity in universities. It would be a remarkable change in the way in which the federal government has treated researchers in the universities for the last 15 years. There is no doubt that the country needs such an increased level of expenditure if it is to flourish in the forecast world of knowledge based industries.

There are also practical recommendations in the report on arranging a solution to the problems that are created by the failure of granting councils to pay the indirect costs of research. Of great interest to CAUT, in view of our long standing lobbying on the topic, is that any funds to provide indirect cost be additional money to the increases in base funding that are recommended.

A creative aspect of this report is that a body concerned with science and technology makes recommendations to increase the funding of SSHRC as well as the other two councils. I think this is extremely important. Scientific and technological change does not take place in a vacuum, either intellectual or social.

CAUT has already communicated to the Prime Minister our appreciation of the report including our concern over some parts of it which take a complacent approach to the topic of accessibility. In the committee's comments on the place of students in general and women in particular, there is little appreciation of the difficulties that are encountered in obtaining a university education.

Government bodies do sometimes give Christmas presents even to lobbying groups and university researchers.

In spite of certain drawbacks, this is a significant event. It would be significant in its own right, but following as it does the consensus that was expressed at the Forum its significance is reinforced. I think that the academics in this country should be pleased with the publication of this report. Pleased on at least two counts. First, the report says something that is positive for the academics of Canada; and second, they had a part in the creation of the climate that produced the report.

Through CAUT, academics across Canada have made known to the government, and many others, that there is much that is wrong with the level of funding for basic research in the universities. Part of this expression has been through the direct and continuing contacts of the elected officers and the staff. This has been the professional and semi-professional lobbying pressure.

What is more important, in my view, is that these people have been able to work from a base of clearly demonstrated support. The demonstrations have included the card write-in last year in which the Prime Minister and the leaders of the other parties in the house were inundated with cards from faculty members across the country. It also includes those many letters that individual faculty members have written to the politicians to express their concerns. There is also the major continuing effort of the officers of locals and provincials who write streams of letters when requested by CAUT. This expression of general concern has a powerful effect.

On the research funding issue nobody in government claims that the views of the lobbyists are not representative. To all those who have taken part in this effort the report should be seen as some considerable reinforcement.

It will not, however, be the opportunity to relax. The publication of the report means more work, because I will be writing to you to ask for even more support in order to make the government implement the report. Nevertheless, we should take heart and strength from this success.

by/ par **John Evans**

Il arrive parfois que les organismes gouvernementaux distribuent des cadeaux de Noël, même aux groupes de pression et aux chercheurs universitaires. Tel est certainement le cas du rapport du Comité responsable des universités relevant du Conseil consultatif national des sciences et de la technologie, que le Conseil a reçu juste avant Noël. Il importe de se rappeler que le Conseil est présidé par le premier ministre et qu'il se compose de personnalités influentes et informées de l'industrie, du gouvernement et des universités. Il y a de bonnes raisons de croire que le rapport influencera les décisions du gouvernement au cours de la prochaine année.

Selon la principale recommandation d'importance du rapport, les budgets de base des conseils de recherche fédéraux devraient être doublés en trois ans et le financement annuel de base devrait par la suite être augmenté d'une fois et demie le taux de croissance du PNB. Si cette recommandation était acceptée, la recherche fondamentale dans les universités connaîtrait un changement surprenant et qui serait le bienvenu. Il s'agirait là d'une évolution remarquable de l'attitude du gouvernement fédéral envers les chercheurs universitaires depuis les quinze dernières années. Il ne fait aucun doute que le pays a besoin d'une pareille augmentation du financement afin de prospérer dans un monde où les industries reposeront, prévoit-on, sur le savoir.

Le rapport présente également des recommandations pratiques pour solutionner les difficultés créées par le défaut des conseils subventionnaires de payer les coûts indirects de la recherche. Le rapport suggère que les fonds servant à payer les coûts indirects soient ajoutés aux augmentations du financement de base recommandées, ce qui présente un grand intérêt pour l'ACPU étant donné les pressions qu'elle fait depuis longtemps sur cette question.

Ce rapport présente un aspect novateur en ce qu'un organisme qui s'occupe de science et de technologie y recommande d'accroître le financement du Conseil de recherches en sciences humaines ainsi que des deux autres conseils. Selon moi, cela est très important. L'évolution scientifique et technologie ne se produit pas dans un vide, intellectual ou social.

L'ACPU a déjà informé le premier ministre de sa satisfaction à l'endroit du rapport mais aussi de ses préoccupations face à certaines de ses parties, lesquelles semblent considérer à la légère la question de l'accessibilité. Dans ses commentaires sur la place des étudiants en général et des femmes en particulier, le rapport s'attache peu aux difficultés auxquelles doivent faire face ceux et celles qui désirent fréquenter l'université.

Malgré certains points négatifs, ce rapport est important. Il est important en lui-même mais l'est encore davantage si l'on considère qu'il respecte le consensus dégagé au colloque. Les universitaires du pays devraient selon moi être heureux de sa publication, et ce, pour deux raisons au moins. Tout d'abord, il énonce des choses positives pour les universitaires du Canada; ensuite, ces derniers ont contribué à créer le climat qui l'a rendu possible.

Il arrive parfois que les organismes gouvernementaux distribuent des cadeaux de Noël, même aux groupes de pression et aux chercheurs universitaires.

Par l'entremise de l'ACPU, les universitaires du Canada ont instruit le gouvernement et bien d'autres du niveau inadéquat du financement de la recherche fondamentale dans les universités.

Cela s'est fait en partie par les contacts directs et permanents des dirigeants élus et du personnel, lesquels constituèrent les efforts de lobbying professionnels et semi-professionnels. Ce qui est encore plus important, à mon avis, est que ces personnes ont pu fonder leurs efforts sur un appui qui a été clairement démontré, entre autres par l'envoi, l'an dernier, par des professeurs de partout au pays, de cartes postales dont ont été inondés le premier ministre et les chefs des autres partis en Chambre et par les nombreuses lettres que les professeurs ont envoyées aux politiciens pour leur faire part de leurs préoccupations. Il faut aussi mentionner l'effort soutenu et important des dirigeants des associations locales et provinciales, qui envoient des flots de lettres lorsque l'ACPU le leur demande. Cette expression généralisée de nos préoccupations crée un effet puissant.

Sur la question du financement, personne au gouvernement ne prétend que les points de vue des membres des groupes de pression ne sont pas représentatifs. Le rapport devrait constituer un stimulant de premier ordre pour tous ceux et celles qui ont mis la main à la pâte.

Cependant, il ne doit pas provoquer un relâchement des efforts. Sa publication nous amène à travailler davantage car je vais vous écrire pour vous demander de renouveler vos efforts afin de pousser le gouvernement à lui donner suite. Néanmoins, la présente victoire doit nous encourager.

CAUT Executive Committee

A list of the membership of the CAUT Executive Committee for 1987-88 appearing on page 11 of the December Bulletin was, regrettably, incomplete. Following is a corrected list.

President
John Evans (Psychology) Memorial

Vice-President (External)
Marie-Andrée Bertrand (Criminology) Montreal

Vice-President (Internal)
Peter King (Computer Science) Manitoba

Treasurer
Victor Catano (Psychology) Saint Mary's

Past President
Allan Sharp (Physics) UNB

Chair, Status of Women Committee
Jane Gordon (Sociology & Anthropology) Mount St. Vincent

Member-at-Large
Pamela Smith (Sample Survey & Data Bank Unit) Regina

Member-at-Large
Bill Jones (Psychology) Carleton

Donald Savage (Executive Secretary) CAUT

Status of Women

by Jane Gordon
SWC Chair

Child Care

I became involved in working for better childcare when my son was born. He is now 11 and the most recent government policy announced by Jake Epp, Minister of Health, on December 3 is another setback. When I look at the positive side, I realize that, since Jeremy's and my need for childcare, the issue has been raised in the public eye. It is now something politicians talk about. It isn't yet something they do much about.

And, as the coverage of the childcare policy announcement recedes through the daily news coverage of "important" items — the Air Canada strike, the Summit, free trade, Sinclair Stevens and the Olympics — I see childcare disappearing again in importance, not to be resurrected until there are a few more headlines to be made. The families who need childcare have almost no relief, yet prevailing public opinion seems to be that something has been done.

CAUT recognizes the importance of childcare for providing equal opportunities for women to participate in the academy — as faculty and students. Our policy statement on positive action recognizes structural barriers which impede women in the workplace and the importance of institutional supports, such as childcare and parental leave policies, for equality of opportunity. We recognize that it is not just as faculty that we struggle with these obstacles. The women academics of the future will come from the present student body. If students are denied educational opportunities by the absence of childcare (an increase in mature students accounts for a large portion of the increase in university enrollment), we can never change the composition of those who are eligible to compete for positions as faculty members.

And it goes without saying, without adequate childcare, many women academics find it difficult to carry out their professional responsibilities. Because of the kind of work academics do, we also recognize that "business hours" childcare is not adequate to meet the particular needs of our profession. We, like many other workers, need a flexible and affordable system, one whose reliability and quality we trust.

The concern of the Status of Women Committee led to a brief to the Parliamentary Task Force on Childcare. We also proposed a CAUT policy on childcare, which was passed by Council in September. Our policy incorporates principles which parallel those on post-secondary education and reflect a fundamental commitment to a quality, accessible childcare system: universality, quality, affordability, and non-profit sponsorship, with the involvement of parents and providers in decision-making and remuneration for childcare workers consistent with their qualifications.

I never expected the government to adopt our policy; t did expect they would respond to the demonstrated need by creating a policy which would provide a reasonable amount of additional funding for the creation and support of a variety of childcare programs. They really haven't. On three important principles enunciated by the CAUT policy — accessibility (the availability of childcare spaces), affordability (the cost), and quality — the new government policy is lacking.

"While appearing to provide something for everyone, the new childcare policy offers almost nothing to Canadians."

The government says it will double the number of daycare spaces available in Canada. It will. In seven years we will go from 200,000 spaces to 400,000. The real issue, however, is: does this begin to meet the needs of Canadian families? The present need is for two million spaces, and women with pre-school children are entering the labour force in increasing numbers so we can expect the need to grow. Parents will continue to have the same problems finding a space for their children in seven years as they have now.

In addition, special needs (for rural daycare, for children with special needs, for workplace childcare) will only be addressed with development funding. The new policy does not deal adequately with the need for increased availability of childcare spaces. (It also isn't clear from what I know how this doubling will occur. Will each province double its numbers, thereby leaving those provinces with more adequate systems even better off? Or will there be some other distribution of the funding for the creation of spaces? Is the amount of money to be the limit, or the number of spaces?)

Nor does the policy do much to resolve the financial difficulty which parents have in meeting the costs of childcare. The tax deductions provided don't help with the high cost of childcare right now. When my two children were pre-schoolers, I was spending about 20 per cent of my take-home income on childcare alone. I was probably more able to afford it than most parents. I suspect the relative cost has not changed very much since then.

Tax deductions help those parents who can best afford to pay for childcare. Those who cannot afford adequate childcare at present will not be any better off. The token amount of additional money to the Child Tax Credit ($100 for the first year, $200 thereafter) makes no sense as a financial inducement for women to stay at home. It works out to about 4 cents an hour, if you calculate mothers work a 9 hour day. Childcare will not become more affordable for the vast majority of Canadian families — including students, and other sectors of the university community.

The single most significant factor associated with quality in a childcare system is the training of the staff. Competent staff need to be paid in line with their qualifications and training. Daycare staff have, in fact, subsidized the system by their low wages. In the Halifax area, full-time trained daycare workers are paid between $t1,000 and $15,000 a year. Peopte burn out and there is high turnover. The new government policy does not provide the subsidies to enable centers to pay their staff adequately, thereby helping to insure quality. (It has also been established that the private, for profit, centers, on the average, pay less and have less qualified staff than non-profit centers.)

Families, childcare and women's groups have made known their wishes to the government time and time again. Numerous task forces have documented the real need for an increase in the availability of childcare spaces. The link has been clearly established between childcare and equality of opportunity for women. Yet the government has proposed a program which is inadequate to meet current needs. While appearing to provide something for everyone, the new childcare policy offers almost nothing to Canadians. Surely we can do better.

CAUT condemns South Africa's restrictions on universities

CAUT has sent a strong protest to the government of South Africa condemning the latest set of restrictions it has placed on its universities.

In letters to the South African Minister of Education and Culture and to the South African Ambassador to Canada, CAUT President, John Evans said the new directive "makes explicit your intention to use, as a basis for determining the amount of subsidies to the universities, the extent to which the university administrations have implemented the directive which is designed to control demonstrations, assemblies and other activities on the campuses which are judged to be critical of the South African government."

Prof. Evans said CAUT finds the constraints "to be more in the spirit of East Bloc totalitarianism than in that of Western democracy" and urged that they be rescinded.

Under the new regulations, South African universities will be required to take steps including:

- ☐ preventing "wrongful or unlawful interference with, intimidation of, or discrimination against students or staff members";
- ☐ deterring "gatherings which are unlawful by virtue of the provisions of any law", boycotts of classes or exams, or any other "disruptive conduct";
- ☐ preventing any staff or student from using any university facility including stationery or notice boards to support boycotts, strikes or any campaign of civil disobedience in which members of the public are incited or encouraged to contravene any provision of any law;
- ☐ prohibiting the printing, publishing or dissemination of any publications banned under South Africa's Internal Security Act.

Universities would also be required to take disciplinary steps against any student or staff member deemed by the Minister of Education to have violated provisions of the regulations. University officials will now have to file written reports within 2t days of any incident of "unrest or disruption" explaining "what steps, if any, were or are to be taken in respect of the incident or occurrence, including disciplinary steps, and what steps, if any, are intended to be taken in order to prevent a recurrence of similar incidents or occurrences in the future".

Prof. Evans said it is clear to CAUT "that if the universities were to adhere to the letter and spirit of the directive their administrations would become mere agents of the government departments commanded to impose a particular political orthodoxy."

In the view of CAUT, the universities are obviously being required to "assume the responsibilities of the South African law enforcement agencies and the courts."

"What is worse, it requires the universities to take action on the mere assumption that activities by a staff member or student *might* render him or her liable to prosecution under one or other of the South African laws." Prof. Evans said this places "an intolerable burden on the universities and would make it virtually impossible for them to continue to function as institutions where free and open discussion and debate are encouraged."

Prof. Evans said CAUT is also concerned that South African universities are required to issue "certificates of conduct" to students who transfer from one university to another and that a university not register any student who has been expelled for any type of misconduct defined by the broad specifications in the directive.

Prof. Evans pointed out that "even if universities were to comply with the directive by investigating and disciplining students who it judges to have breached the directive it is, apparently, possible that the penalty will be judged not to have been sufficiently severe and the universities may be required to take further action or run the risk of losing their subsidies."

The South African government directive has been met by the universities with apprehension and, in some cases, strong opposition.

In a letter to CAUT, Dr. C.F. White, Chairperson of the University of Cape Town Academics' Association, said the directives would "turn our Vice Chancellors into agents of the State in enforcing what the government defines as 'law and order' and would "facilitate government intervention on our campuses."

A nationwide campus solidarity day, held shortly after the government measures were announced, saw about 17,000 faculty and students on campuses around the nation peacefully demonstrating against the potcy. At the University of Witwatersrand in Johannesburg potice in riot gear used wooden batons and tear gas to disperse the crowd, despite the fact that the assembly had been approved in advance.

Witwatersrand Senate representative Philip Tobias told the crowd, "We shall not prostitute our calling as academics to become a spying and policing agency.

"We shall never cease our struggle for autonomy and freedom; nor our determined opposition to racism, apartheid and authoritarianism."

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The Meech Lake Accord and the spending power proposals

by Deborah Coyne
Faculty of Law
University of Toronto

Introduction and overview

Among the more controversial provisions of the Constitutional Accord recently concluded by the First Ministers are those involving a limitation of the federal spending power. Under the Meech Lake Accord, the federal government is required to provide reasonable compensation to any province that decides to opt out of new national shared-cost programs in areas of exclusive provincial jurisdiction, if the province carries on a program or initiative compatible with the national objectives.[1]

The federal government argues that the purpose of the provision is not to define or extend the spending power of Parliament, but simply to limit it in certain specific circumstances to accommodate some of Quebec's longstanding objections to the unrestricted exercise of the power. To support its position, it points to subsection 2 of proposed section 106A of the Constitution Act, 1867 that states that "nothing in this section extends the legislative powers of the Parliament of Canada or of the legislatures of the provinces." Indeed, according to the federal government, the spending power is in fact strengthened since it is now explicitly mentioned in the Constitution. Ironically, this view is also shared by many critics who are opposed to any acknowledgment of the right of the federal government to spend in areas of provincial jurisdiction under any circumstances, however circumscribed.[2]

In my view, the constitutional limitations on the federal spending power are fundamentally flawed for three critical reasons. First and foremost, the federal government has failed to appreciate the broader, intangible importance of national social and economic programs in contributing to our sense, however fragile, of shared national community. Such programs reflect our commitment to helping out the weaker regions and to reducing inequalities of income and wealth among individual Canadians. In short, the proposed spending power limitations are at odds with our commitment to promoting greater social justice and a fairer, more compassionate society.

The Meech Lake Accord proposals will severely constrain the federal government's ability to initiate new programs and impose critical national standards in a variety of areas that may require national action in the future. Examples include child care, a comprehensive disability insurance scheme, a national science and technology strategy, a national commitment to improve the quality and accessibility of post-secondary education, the integration of our social assistance and employment policies, new services to cope with our aging population, and environmental protection. Instead, we will end up with a patchwork quilt of national social and economic programs — a checkerboard Canada guided by cash register politics — something that will increasingly attenuate our sense of national community.

A second fundamental flaw in the proposed constitutional limitations on the spending power relates to their ambiguity and the effective shift of important political powers to an ill-equipped judiciary. The spending power of both the federal and provincial governments already has a secure, albeit unwritten, constitutional basis, and the absence of an explicit reference in the Constitution has enhanced its utility as a means of injecting needed flexibility into the all too rigid federal-provincial division of powers that has existed in more or less the same form since 1867. The spending power has permitted the federal government to respond sensitively to emerging issues of national importance, notably, medicare, post-secondary education, and social assistance policies. And in response to provincial criticism, administrative options have been built into programs that have allowed Quebec, for example, to opt out of the Canada Assistance Plan with fiscal compensation, and to vary the nature of family allowances, without impairing the necessary federal leadership role. For the future, it is critical to maintain a similar degree of flexibility.

Yet the Meech Lake Accord will inevitably detract from this flexibility and severely impair the future evolution of the spending power as an instrument for change. More importantly, its constitutional entrenchment transfers critical powers to ill-equipped judges to

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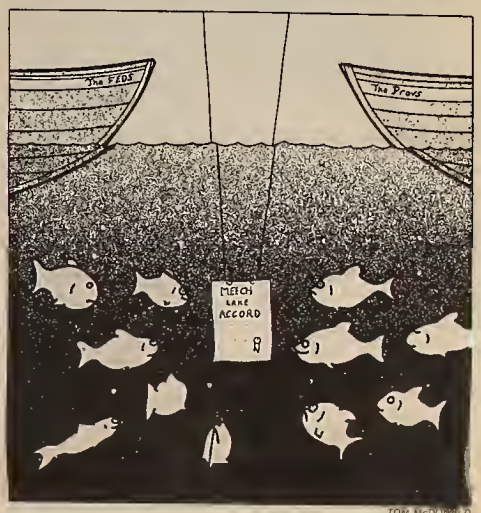

TOM McDONALD

Les effets de l'entente du Lac Meech sur l'enseignement supérieur

par Andrée Lajoie
Centre de recherche
en droit public
U. de Montréal

S'il est une question légitime, en cette période où des modifications constitutionnelles de grande importance se dessinent à l'horizon, c'est bien celle de l'impact, sur le financement de l'enseignement supérieur, de la constitutionalisation du pouvoir de dépenser par les accords du Lac Meech.

Que les accords soient adoptés tels quels, avec modifications ou pas du tout c'est, bien sûr, le rapport de forces politique qui décidera du mode et du niveau de financement fédéral de l'enseignement supérieur. Bien malin qui pourrait prédire le résultat de ce rapport de forces, et je ne m'y hasarderai sûrement pas.

Ce n'est pas dire pour autant que le droit importe peu, car il constitue une arme puissante et celui qu'il favorise part avec une longueur d'avance dans cette bataille qui a pour enjeu, à propos de chaque secteur d'activités, le site du pouvoir politique dans la fédération candienne. D'où l'intérêt de cerner les déplacements de pouvoirs que produirait l'adoption des accords du Lac Meech dans leur forme actuelle.

Pour apprécier ce déplacement, il faut d'abord — et même si l'exercice risque d'être ennuyeux, surtout pour les non juristes — se donner une image aussi claire que possible du droit antérieur aux modifications proposées, c'est-à-dire, puisque ces modifications n'ont pas encore été ratifiées par aucune autre province que le Québec, une image de l'état du droit actuel. C'est par rapport à ce point de départ que l'on pourra ensuite évaluer l'effet des modifications envisagées.

Le problème ou l'avantage de la situation, dépendant du point de vue de l'observateur, c'est que les règles constitutionnelles régissant le pouvoir de dépenser sont incertaines. On ne peut en effet prédire avec certitude la position que prendrait la Cour suprême si la question lui était soumise dans l'état actuel du droit.

En effet, vers la fin des années tente, la Cour avait rendu une opinion favorable au pouvoir de dépenser dans le *Renvoi relatif à l'assurance-chômage*[1], mais elle n'a pas été confirmée sur ce point en appel devant le Conseil privé qui a plutôt émis un avis défavorable à ce sujet[2]. Depuis lors certaines décisions sont intervenues, notamment devant d'autres tribunaux[3], mais aucune n'a tranché valablement la question, si ce n'est le prononcé du juge Pigeon dans le *Renvoi sur les produits agricoles*[4], où les dépenses fédérales dans un domaine de juridiction provinciale ont été considérées inconstitutionnelles. Cependant ce prononcé est passé presqu'inapperçu jusqu'ici parce qu'il n'a pas été émis dans le contexte d'un programme social à frais partagés.

Il y a donc lieu de se demander s'il serait confirmé par la Cour, où se dessinent deux courants.

Les juges La Forest et Beetz, aujourd'hui membres de la Cour, et également susceptibles d'entraîner sa majorité en matière constitutionnelle, ont en effet respectivement soutenu des points de vue opposés sur ce sujet dans des articles écrits avant d'accéder à leurs fonctions actuelles et il est difficile de prédire quelle tendance l'emporterait.

Ces opinions divergentes portent sur la question de savoir si les autorités fédérales sont libres, constitutionnellement, de dépenser le fruit des impôts qu'elles perçoivent, peu importe selon quel mode de taxation, à des fins que la Constitution attribue par ailleurs à la compétence législative des provinces.

Il va sans dire en effet que dans les domaines qui relèvent de la compétence législative fédérale, les autorités fédérales ont le pouvoir de dépenser selon leur discrétion, pourvu qu'elles respectent les lois du Parlement. De même, depuis l'adoption de l'article 36 de la *Loi constitutionnelle de 1982*, l'État fédéral peut redistribuer aux provinces le produit des taxes qu'il perçoit, pourvu qu'il choisisse la

Voir LAC MEECH/7

This edition of the CAUT Bulletin introduces a series of articles on the Meech Lake Accord to be published in the Bulletin over the next several months.

Le Bulletin de l'ACPU de ce mois-ci présente une série d'articles sur l'Accord du lac Meech qui paraîtront dans le Bulletin au cours des prochaines mois.

Meech Lake Accord: OCUFA's view

by Howard Epstein
Executive Director
OCUFA

In testifying before the Special Joint Committee of the Senate and House of Commons on The 1987 Constitutional Accord, Senator Lowell Murray offered the following example to illustrate how a province could opt out of a national program and still be entitled to compensation:

> Supposing the federal government, with the national objective of reducing tuition fees at the universities, were to pay to each university student $200 a year on condition that the provinces come up with $200 a year also; you have a national objective and you have a shared-cost program. Supposing the Government of Prince Edward Island went to the university, UPEI, and said that they would increase financing so that they do not have to charge tuition fees at all. Our judgment is that the initiative...would be compatible with the national objective and that the Government of Prince Edward Island would be entitled to compensation from the federal government.
>
> Minutes of Proceedings 2:58:59, August 4, 1987

One is tempted to exclaim, as did M.P. Pauline Jewett, "An excellent example." But Senator Murray was talking to sell his product, the Meech Lake Accord, and there is every reason to be skeptical: *caveat emptor.*

So far the only provincial premier likely to reject the sales pitch for the Meech Lake Accord is New Brunswick's Frank McKenna, who of course had no part in its invention. Quite a number of critics have emerged, though, and OCUFA is among them. Our prime objection is to the proposed s.106A of the Constitution Act.

In criticizing this part of the Accord, OCUFA joins many others, such as former CBC President Al Johnson, who have reached the same result, albeit for different reasons. Speaking at a public seminar in Toronto on October 28th, Mr. Johnson said that his objection to the proposed s.106A is that it weakens federal power over health, education, and welfare and since he favours a strong federal presence in these areas he thinks the Accord does a disservice to the nation. The view OCUFA has taken is that the proposed s.106A strengthens federal power over health, education, and welfare and since (for PSE) a strong federal presence is not desirable, the Accord does a disservice to the nation.

In and of itself, this difference of view is instructive, for it indicates just how ambiguous the shared-cost program proposal is. Some critics have objected to it for

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Deborah Coyne

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decide a whole range of essentially political/policy questions such as what constitutes "national objectives", or when a "program or initiative" is "compatible with" such initiatives so that a provincial government is entitled to reasonable compensation.

If some explicit constitutional limitation is judged to be necessary, then as was suggested in the 1969 federal discussion paper on "Federal-Provincial Grants and The Spending Power of Parliament", the final solution of the constitutional position must logically be considered only within the framework of a more comprehensive settlement of the division of powers and responsibilities between the two levels of government. To do otherwise, amounts to a serious abdication of federal leadership in constitutional negotiations. As Donald Smiley has succinctly noted, "Embodying the restriction on the spending power in an inflexible manner in the constitution may well amount to a resolution of recent political difficulties at the cost of hobbling future policy makers in meeting the (economic, political and social) problems which will undoubtedly confront them."[3]

A final reason why the spending power proposals are fundamentally flawed is that they set in motion undesirable political dynamics that will seriously damage our coherence as a nation and our ability to pull together to meet the national and international challenges that lie ahead. In this connection, the spending power proposals must be assessed in the overall context of the Accord, which involves a substantial devolution of power to the provinces and significant shift of political dynamism on matters of national importance away from the federal Parliament, as well as the undermining of the Charter of Rights and Freedoms. The most relevant provisions of the Accord include the distinct society clause, the constitutional entrenchment of at least two annual first ministers' conferences, the extensive veto powers over constitutional change given to the provinces, and the effective transfer to the provinces of the power to appoint members of the Supreme Court of Canada and the Senate — two critical national institutions.

The political dynamics generated by the spending power proposals will compound and accelerate this shift of power to the provinces. Perhaps most importantly the provisions make it far too easy for provinces to opt out of a shared-cost program with compensation. This raises not simply the spectre of significant variations among provinces with respect to, for example, child care arrangements, but also puts in question the willingness of the federal government to even attempt to implement any such initiative at all. More specifically, why would the federal government proceed to initiate and develop a new program and incur the heat of raising the necessary tax revenue, only to transfer the money anonymously to the provincial government that will reap the political credit for the delivery of the program or initiative?

The relationship between the spending power provisions and the Charter of Rights and Freedoms must also be assessed. For in addition to gravely weakening the federal government, the Accord undermines the Charter and our commitment as a people to respect and promote basic rights and freedoms. This is most evident in the distinct-society clause which will permit the Quebec government to override the Charter. But more generally, the application of the Charter to most provisions of the Accord is seriously and unacceptably in doubt as a result of the specific reference to certain Charter rights in only a couple of the Accord provisions.

Constitutional reform is not simply a matter of First Ministers and the trading of executive, legislative and judicial powers with little consideration for the rights of individuals who will inevitably be affected by the changes. The proposals to impose constitutional limitations on the spending power are no exception, and it is important to ensure that our Charter rights, particularly the broad guarantees of equality, can still be asserted against both levels of government in the exercise of their spending power. Thus, at the very least, a new section should be inserted in the Accord that explicitly states that nothing in the Accord affects any of our basic rights and freedoms in the Charter.

But this is only a second best solution. The Meech Lake Accord and the spending power provisions are fundamentally flawed. It is necessary to go back to the constitutional bargaining table to seek a better accord that will more effectively accommodate Quebec's special concerns with respect to linguistic and cultural security, but that will also ensure that Canada continues to function coherently as one nation. And this time all Canadians must be allowed and encouraged to participate in creating any new arrangements that will so fundamentally influence our evolution as a nation for years to come. In this way, we can all examine in a constructive manner the significant challenges to the Canadian society and economy that lie ahead and the respective federal and provincial roles in meeting those challenges. Nothing less than the future of Canada as a progressive, dynamic nation is at stake.

The spending power and our sense of national community

The value of national social and economic programs, including those in areas of exclusive provincial jurisdiction, in contributing to our sense of national community has been underestimated to date. It was certainly not sufficiently appreciated by the federal government in negotiating the Meech Lake Accord.

To begin with, the quantitative and qualitative importance of the federal spending power to individual Canadians can be gauged by examining the annual inventory of federal-provincial programs published by the Federal Provincial Relations Office. The highlights for the fiscal year 1985-86 have been summarized by Frank Carter in a recent article entitled "How To Tame The Spending Power."[4]

In 1985-86, federal cash transfers to the provinces amounted to $20.2 billion, and the value of federal tax transfers equalled $6.9 billion. The total $27 billion accounted for 19.4 per cent of the federal spending estimates for that year.[5]

With respect to total provincial revenues for 1985-86, major federal transfers for equalization, welfare assistance and post-secondary education are estimated to represent over 40 per cent of provincial revenues in the Atlantic provinces, over 30 per cent in Quebec and Manitoba, 20 per cent to 25 per cent in British Columbia, Saskatchewan and Ontario, 13 per cent in Alberta, and 70 per cent in Yukon and the Northwest Territories. Finally, with reference to specific joint programs, the federal government transferred over $5 billion with no strings attached to the have-not provinces under the equalization program, $3.5 billion for welfare assistance under the Canada Assistance Plan, $4.5 billion for provincial medicare and hospitalization, $1 billion for extended health care, $2 billion for post-secondary education, and $7 billion in tax point transfers under the Established Programs Financing Arrangements for health care and post-secondary education.

The need for such massive transfers is of course closely related to the gap between the expenditure responsibilities of the provinces and their revenue raising capacities — something that varies significantly among provinces. As Maslove and Rubashewsky note in the 1986 edition of *How Ottawa Spends*, "some provinces can provide a package of public services at lower tax rates than others, either because the fiscal capacities of the provinces differ or because the per capita costs of providing services differ due to factors such as population density. Thus, if as a matter of equity, all Canadians should receive these services at similar costs, the financial involvement of the federal government is required.[6]

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Dans le présent article, Deborah Coyne, professeure de droit à l'Université de Toronto, soutient que l'article 106A de l'entente du lac Meech affaiblit sérieusement le pouvoir de dépenser du gouvernement fédéral. L'article 106A prévoit que le gouvernement fédéral doit verser une juste compensation à une province qui choisit de ne pas participer à un nouveau programme national cofinancé dans un domaine de compétence provinciale exclusive, à condition que le province mette en oeuvre un programme ou une mesure compatible avec les objectifs nationaux. Mme Coyne est d'avis que les limites constitutionnelles au pouvoir de dépenser du fédéral qu'établit cet article sont fondamentalement viciées, et ce, pour trois raisons cruciales. Premièrement, le gouvernement fédéral ne s'est pas rendu compte de la contribution importante et immatérielle des programmes sociaux et économiques nationaux à notre sentiment commun d'entité nationale. Ces limites, dit-elle, contredisent notre engagement à promouvoir une plus grande justice sociale et une société plus équitable et plus compatissante. Deuxièmement, les limites constitutionnelles proposées au pouvoir de dépenser sont ambiguës et elles constituent en fait un transfert d'importants pouvoirs politiques à un pouvoir judiciaire mal préparé. En dernier lieu, ces limites amènent un transfert de pouvoir et de dynamisme du parlement fédéral aux provinces, lequel affaiblira sérieusement le premier, et elles menacent de miner la Charte des droits.

Does the Meech Lake Accord affect the future of Canada in ways that should concern university academics? Does it imperil existing federal/provincial arrangements on the funding of postsecondary education? Or future ones? Does it diminish the equality rights of women? Or francophones outside of Quebec? Or native Canadians? Or does the Accord, in fact, strengthen the national community through effective co-operative federalism, or by recognizing national objectives in areas of exclusive provincial responsibility? Should Quebec be recognized constitutionally as a distinct society? CAUT has put these questions to a number of Canadian academics and commentators and will over the next few months be printing their responses.

One area of ongoing contention is the federal spending power. In this issue two commentators argue different views of the effect of Meech Lake on this power. Prof. Deborah Coyne of the Faculty of Law of the University of Toronto argues that the changes in this area, combined with other provisions of Meech Lake, will seriously undermine the federal government and effectively prevent future federal social initiatives. Prof. Andrée Lajoie of the Centre de recherche en droit public at the Université de Montréal suggests that, on the contrary, the Accord for the first time recognizes federal rights in areas of exclusive provincial jurisdiction and that this is an unwarranted intrustion on provincial powers.

In the third article in this section, the Executive Director of OCUFA, Howard Epstein, argues that Ottawa should essentially abandon its role in postsecondary education and leave the area to the provinces which, because they are nearer to the universities, are better equipped to deal with them. He sees the Meech Lake Accord as unreasonably centralizing since it does recognize a role for the federal government.

CAUT itself has long been concerned about the federal/provincial relationship in higher education and in equality rights. In the 1950s CAUT was involved in the movement that led to the institutionalization of a considerable federal spending presence in the area of university funding. The CAUT opposed the 1977 Established Programs Financing legislation, which replaced cost-sharing, on the grounds that it would likely lead to a curtailment in provincial funding of universities. This, of course, is exactly what happened in such provinces as British Columbia and more recently Saskatchewan.

CAUT has long believed that both on financial grounds and to protect autonomy and individual freedom, the universities of Canada are better off with two paymasters. It has never felt that the academic community should support unreservedly either side of the federal/provincial dispute but should work to ensure that the joint responsibility of the two levels of government be maintained in an effective manner. It has criticized funding cuts by either the provinces or by Ottawa.

In 1984 the CAUT Council used the device of a specific piece of legislation which it drafted and approved to advance these views. Subsequently CAUT and all ten provincial organizations within CAUT issued a critique of the Johnson Report which essentially recommitted the organization to the views taken in 1984.

In 1985-86 the federal government spent $5.7 billion on postsecondary education. The main areas of spending were: $2.3 billion on cash transfers to the provinces, $2.2 billion on tax point transfers to the provinces, $552.2 million for the federal research councils, $250 million for student aid, $76.8 million for postsecondary education of native students, and $81.8 million for the military colleges.

The CAUT Council itself has not pronounced on the Meech Lake Accord. The Executive decided that it would provide this forum for the expression of differing views on Meech Lake, particularly on the questions noted at the beginning of the introduction. Since it seems likely that a federal election will intervene before the ratification process is complete and since the positions of New Brunswick and Manitoba are not totally clear at the time of writing, this is by no means an exercise in historical analysis. It will not be easy to secure concensus within CAUT but informed debate is surely the first step.

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voie de la péréquation.

Là où cependant les opinions commencent à diverger, c'est quand il s'agit de savoir si l'État fédéral peut dépenser in affectant des sommes à des domaines spécifiques de compétence législative provinciale, comme l'enseignement supérieur[6], notamment en posant des conditions aux subventions qu'il attribue, ce qui a pour effet pratique de régir indirectement le secteur visé avec autant d'efficacité que si le Parlement légiférait sur la même matière.

A cette question, le juge La Forest répond oui[6]. Tout l'intérêt du fondement constitutionnel qu'il attribue au pouvoir de dépenser vient précisément du fait qu'il le fait reposer sur la compétence législative expresse du Parlement fédéral sur la dette et la propriété publique. Ainsi donc les sommes perçues par les autorités fédérales par tout mode de taxation pourraient être dépensées pour des fins provinciales puisqu'elles font partie de la propriété publique fédérale.[7]

L'autre tendance est représentée par le juge Beetz, pour qui c'est doublement que les dépenses fédérales dans les sphères de compétence provinciale portent atteinte à l'autonomie des provinces, non seulement lorsqu'elles imposent des conditions dans un champ donné, mais même lorsqu'elles sont inconditionnelles, car "le seul fait d'y engager une dépense prive la province des ressources nécessaires pour agir elle-même de la même manière ou de tout autre manière dans ce domaine ou dans un autre, au moment de son choix, selon son bon plaisir"[8]. On ne saurait rappeler en moins de mots que la souveraineté dans une sphère de compétence législative comporte nécessairement l'établissement des priorités législatives et des priorités de dépenses publiques entre les différents domaines que vise cette compétence.

A cela il faut ajouter que le fait pour un gouvernement de dépenser implique, de sa nature même, un acte de l'exécutif. Or la constitution canadienne n'est pas loquace sur le partage des pouvoirs de l'exécutif. Cependant son économie générale permet de conclure qu'ils se partagent selon les mêmes lignes de division que la compétence législative[9]. Dans cette perspective, il est difficile de comprendre comment on pourrait justifier des dépenses fédérales en matière d'enseignement supérieur, domaine de juridiction provinciale.

On aura compris que, pour ma part, je partage l'opinion des juges Pigeon et Beetz sur cette question. Il se peut que j'aie tort et les juristes qui liront cette analyse (forcément limitée par le cadre et l'espace alloués ici) de l'état actuel du droit en matière de pouvoir de dépenser pourront la trouver un peu courte, sinon sommaire[10]. Mais cela importe peu, pourvu qu'elle suffise néanmoins à montrer que le droit reste incertain et que les provinces ont des chances, tant que les accords du Lac Meech ne sont pas entérinés par la majorité de provinces requise, de voir déclarer inconstitutionnelles à tout le moins les conditions que l'État fédéral est susceptible d'apposer aux subventions qu'il attribue dans les domaines de compétence législative provinciale, sinon les subventions elles-même.

L'accord de principe signé au Lac Meech venait rendre ces chances bien minces et la rédaction juridique qui en a été faite et approuvée par les premiers ministres à Ottawa le 3 juin 1987, si elle était entérinée par les législatures provinciales, les anéantirait à toutes fins pratiques.

Pour s'en convaincre, il suffit de lire attentivement (ce que bien peu de gens ont fait) la partie de ces accords qui constitutionnaliserait le pouvoir de dépenser, en ajoutant l'article 106A au texte actuel de la Constitution :

Programmes cofinancés

"106A. (1) Le gouvernement du Canada fournit une juste compensation au gouvernement d'une province qui choisit de ne pas participer à un programme national confinancé qu'il établit après l'entrée en vigueur du présent article dans un secteur de compétence exclusive provinciale, si la province applique un programme ou une mesure compatible avec les objectifs nationaux.

Non-élargissement des compétences législatives

(2) Le présent article n'élargit pas les compétences législatives du Parlement du Canada ou des législatures des provinces."

Ainsi donc, après l'adoption de ce texte, le *Gouvernement* fédéral pourra, sans déroger à la Constitution, établir des *programmes nationaux co-financés* dans des domaines de *compétence exclusive provinciale* ; cela en soi est une perte nette d'autonomie pour les provinces qui, jusque là, avaient au moins des chances de faire déclarer inconstitutionnelles par la Cour suprême de telles interventions fédérales. C'est un déplacement du pouvoir décisionnel dans les champs visés par ces programmes, du moins lorsqu'ils sont cofinancés.

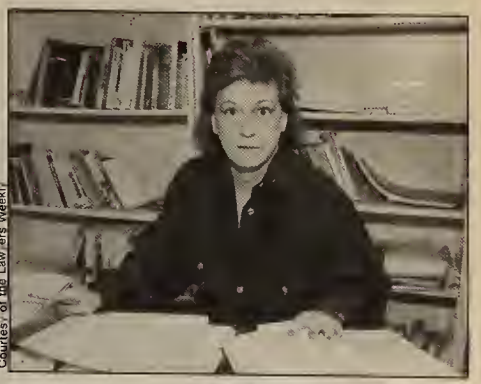
Il faut noter que les programmes qui ne seraient pas *"co-financés"* ne semblent pas visés par cet article. Leur constitutionnalité relève donc en principe du droit actuel tel que décrit au début de ce texte.

Ainsi un mode de financement fédéral alternatif de l'enseignement supérieur par le biais de bourses aux étudiants ne me paraît pas visé par l'article 106A. Mais il ne me paraît pas constitutionnel pour autant au vu du prononcé du juge Pigeon sur les dépenses fédérales en matière agricole[11].

Au surplus, la question reste cependant posée de savoir ce qu'est *un programme co-financé:* outre la participation fédérale, suffit-il de celle d'une seule autre province pour parler de "co-financement"? C'est sans doute la Cour suprême qui devra définir le co-financement.

Mais en dehors de ces cas frontière et en présence d'une intervention véritablement co-financée dans le domaine de l'enseignement supérieur, les provinces qui voudraient exercer leur souveraineté autrement dans ce domaine n'obtiendront pour ce faire le produit des taxes que leurs ressortissants payent à l'État fédéral qu'à certaines conditions. Pour obtenir une compensation *"juste"* (et pas nécessairement pleine et entière) elles devront adopter elles-même un programme ou des mesures *"compatibles avec les objectifs nation-*

Voir LAC MEECH/8



Courtesy of the Lawyers Weekly

Andrée Lajoie

In this article, Prof. Andrée Lajoie of the Centre de recherche en droit public at the University of Montreal examines the potential impact of the Meech Lake Accord on higher education in Canada. According to existing law, the spending power of the federal government in areas under provincial jurisdiction, notably postsecondary education, might be declared unconstitutional by the Supreme Court, which has not ruled definitely on this question. However, if the Meech Lake Accord is adopted in its present form, adding Article 106A to the Constitution, the spending power of the federal government, as well as its right to interfere, in areas under exclusive provincial jurisdiction will be firmly established. According to Article 106A, if the provinces refuse to participate in a shared cost program with the federal government, they must establish an alternative program compatible with national objectives in order to receive funding in the targeted area. The article is vague in its terminology. It fails to define a shared-cost program and it leaves the terms "compatible" and "national objective" open to interpretation. As the precise meaning of the text in the article is not spelled out, it will be left to the Supreme Court to interpret it. The net effect, then, of that amendment will be a transfer of power over such important areas as higher education from the provincial legislatures to the federal executive and the Supreme Court, resulting in a loss both in provincial autonomy and in democracy.

L'entente du lac Meech a-t-elle sur l'avenir du Canada des effets dont devraient s'inquiéter les universitaires? Met-elle en danger les accords fédéral-provinciaux, actuels ou futurs, en matière de financement postsecondaire? Diminue-t-elle les droits des femmes à l'égalité? Ou ceux des Francophones hors-Québec? Ou ceux des Autochtones? Ou raffermit-elle en fait la communauté nationale par un fédéralisme coopératif efficace? Ou en reconnaissant l'existence d'objectifs nationaux dans des domaines de juridiction provinciale exclusive? Le Québec devrait-il être reconnu comme société distincte dans la constitution? L'ACPU a soumis ces questions à un certain nombre de glossateurs et d'universitaires canadiens et publiera leurs réponses au cours des prochains mois.

Le pouvoir de depenser du fédéral est l'un des sujets qui suscite une dissension persistante. Dans le présent numéro, deux glossateurs présentent des points de vue différents sur les effets de l'entente du lac Meech sur ce pouvoir. Mme Deborah Coyne, professeure à la Faculté de droit de l'Université de Toronto soutient que les changements en ce domaine, joints aux autres dispositions de l'entente, affaiblîront sérieusement le gouvernement fédéral et auront comme résultat véritable d'empêcher de futures mesures fédérales dans le domaine social. Mme Andrée Lajoie, professeure, du Centre de recherche en droit public de l'Université de Montréal prétend au contraire que l'entente reconnaît pour la première fois des droits au gouvernement fédéral dans des domaines de juridiction provinciale exclusive et qu'il s'agit là d'une intrusion injustifiée dans les pouvoirs provinciaux.

Dans le troisième article de cette partie, le directeur général de l'UAPUO, M. Howard Epstein, soutient qu'Ottawa devrait essentiellement abandonner son rôle dans l'enseignement postsecondaire et laisser ce domaine aux provinces, lesquelles, étant plus près des universités, sont plus en mesure de traiter avec elles. Il perçoit l'entente du lac Meech comme exagérément centralisatrice car elle reconnaît précisément un rôle au gouvernement fédéral.

L'ACPU elle-même se préoccupe depuis longtemps des relations fédérales-provinciales en matière d'enseignement supérieur et de droits à l'égalité. Dans les années 50, elle a pris part au mouvement qui a mené à l'institutionnalisation d'une participation importante du fédéral dans le financement des universités. L'ACPU s'est opposée à la loi de 1977 sur le financement des programmes établis, laquelle remplaçait la formule du partage des coûts, pour le motif qu'elle provoquerait probablement une diminution du financement des universités par les provinces. C'est bien sûr exactement ce qui s'est produit dans des provinces comme la Colombie-Britannique et plus récemment la Saskatchewan.

Tant pour des raisons financières que pour protéger l'autonomie et la liberté individuelle, l'ACPU croit depuis longtemps qu'il est préférable pour les universités canadiennes d'avoir deux "trésoriers" plutôt qu'un seul. Elle n'a jamais été d'avis que la communauté universitaire devrait appuyer sans réserve l'un ou l'autre des protagonistes de la querelle fédérale-provinciale mais plutôt qu'elle devrait veiller à ce que les gouvernements des deux niveaux remplissent efficacement leur responsibilité commune. L'ACPU a critiqué les diminutions du financement, tant par les provinces que par Ottawa.

En 1984, l'ACPU a utilisé comme moyen de faire valoir ces points de vue un projet de loi qu'elle a rédigé et approuvé. Par la suite, l'ACPU et les dix organismes provinciaux qui en font partie ont publié une critique du Rapport Johnson, laquelle réitérait essentiellement les points de vue adoptés en 1984.

En 1985-86, le gouvernement fédéral a consacré $5,7 milliards à l'enseignement postsecondaire. Cette somme se répartissait comme suit: $2,3 milliards en transferts en espèces aux provinces, $2,2 milliards en transferts de crédits d'impôts aux provinces, $552,2 millions aux conseils de recherche fédéraux, $250 millions sous forme d'aide financière aux étudiants, $76,8 millions à l'enseignement postsecondaire pour les étudiants autochtones et $81,8 millions aux collèges militaires.

Le Conseil de l'ACPU lui-même n'a pas encore pris position sur l'entente du lac Meech. Le Comité de direction a décidé d'offrir cette tribune afin de permettre l'expression de différents points de vue sur l'entente du lac Meech, principalement sur les questions dont il est fait état au début de l'introduction. Puisque la position du Nouveau-Brunswick et du Manitoba n'est pas parfaitement claire au moment où nous écrivons ces lignes et qu'il semble probable que des élections fédérales auront lieu avant la ratification finale de l'entente, il ne s'agit nullement d'un exercice d'analyse historique. Il ne sera pas facile d'obtenir un consensus au sein de l'ACPU mais la première étape consiste certainement en un débat éclairé.

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aux". C'est dire qu'elles perdent littéralement le contrôle du contenu de leur politique d'enseignement supérieur, dorénavant soumise à des objectifs adoptés par d'autres que ceux auxquels la Constitution attribue la compétence législative exclusive en cette matière.

Le texte n'indique pas qui adopte les "objectifs nationaux" : les autorités fédérales? le Parlement? une conférence fédérale-provinciale? avec quel type de majorité en l'absence de consensus? Dans l'état actuel des textes, c'est la Cour suprême qui en décidera, comme elle sera sans doute un jour appelée à circonscrire l'envergure que les "objectifs" devront conserver pour le demeurer et se distinguer des *normes et critères* trop étroits et dont la mention a été exclue de l'accord au terme de négociations ardues.

Comme c'est à elle également que revient la tâche peu enviable de définir éventuellement la "société distincte", peut-être nous apprendra-t-elle aussi comment une société peut maintenir son caractère distinct en important ses politiques d'enseignement supérieur?...

Pour le Québec, la question mérite une réflexion que ne lui a d'ailleurs pas accordé notre propre Gouvernement, qui a crû sauver les meubles en ajoutant le second alinéa de l'article 106A, à l'effet que ni les compétences législatives du Parlement, ni celles des législatures provinciales bien entendu, ne sont augmentées par cette disposition...

L'essentiel était pourtant qu'elles ne soient pas *diminuées*... Puisqu'elles le sont, peu importe aux provinces que ce soit au profit du Gouvernement plutôt que du Parlement fédéral: si l'on doit être mangé, qui se souciera de savoir à quelle sauce?...

Mais il n'est même pas nécessaire d'être un défenseur des compétences provinciales pour s'inquiéter du caractère peu démocratique d'un mécanisme constitutionnel qui fait prévaloir une décision de l'exécutif, fût-il fédéral, sur celles d'une législature, même provinciale, et confie à la Cour suprême l'interprétation de termes dont la portée politique n'échappe à personne, comme *programme national co-financé et objectifs nationaux*, sans parler de société distincte. Or c'est bien là l'effet de l'accord du Lac Meech en cette matière : une réduction des compétences législatives provinciales au profit des pouvoirs exécutifs fédéraux et des pouvoirs judiciaires de la Cour suprême.

Jusqu'ici les subventions fédérales à l'enseignement supérieur étaient versées inconditionnellement aux provinces, dans le respect de leur compétence législative exclusive. Et chacune d'entre elle pouvait les affecter à la forme d'enseignement supérieur qui convenait à ses priorités.

Dorénavant il suffit d'un acte de l'exécutif fédéral : une entente signée avec d'autre provinces, pour diminuer à volonté la compétence législative des provinces sur l'enseignement supérieur en leur imposant des objectifs et des balises qu'elles n'ont pas choisies.

Il semblerait que c'est précisément là ce que recherchent beaucoup de Canadiens qui préfèrent en ce domaine les politiques fédérales

"C'est dire (que les provinces) perdent littéralement le contrôle du contenu de leur politique d'enseignement supérieur, dorénavant soumise à des objectifs adoptés par d'autres que ceux auxquels la Constitution attribue la compétence législative exclusive en cette matière."

à celles de leurs gouvernements provinciaux. On se demande pourquoi ils n'en élisent pas qui leur conviennent et pourquoi cet exercice serait plus difficile lors d'une élection provinciale que d'une élection fédérale

L'utilité du fédéralisme, c'est précisément de permettre l'expression des différences : si c'est un système d'enseignement supérieur uniforme et des politiques sociales et culturelles uniformes que l'on veut instaurer au Canada, mieux vaut adopter une constitution unitaire et faire carrément l'économie d'un fédéralisme coûteux et encombrant.

Mais si cette "concession" à la forme fédérale est une condition d'existence du pays, alors il me paraît peu prudent d'instaurer à sa place une décentralisation administrative où les provinces exécutent les politiques fédérales dans des champs où la Constitution continue de décrire leur compétence législative comme exclusive, bref d'abolir le fédéralisme sans avoir l'air d'y toucher.

1. (1936) R.C.S. 427.

2. A.G. for Canada c. A.G. for Ontario, (1937) A.C. 355, p. 366.

3. Angers c. Ministre du Revenu national (1957) R.C. de l'E., 83; Porter c.R. (1965) R.C. de l'E. 200; Re Lafstrom and Murphy (1971) 22 D.L.R. 120; Alden c. Gagliardi (1973) R.C.S. 199 et Finlay c. Ministre des Finances du Canada (1984) 1 C.F. 596 et Cour suprême, dossier no 17775, 18 décembre 1986. Plus récemment, on note encore : Dunbar c. Attorney General of Saskatchewan, (1985) 11 D.L.R. (4th) 374; Winterhaven Stables Ltd c. Attorney General of Canada, (1986) 29 D.L.R. (4th) 394.

4. (1978) 2 R.C.S. 1293.

5. Sur les fondements de cette compétence, voir notre Traité du droit de l'enseignement supérieur, à paraître.

6. G.V. LAFOREST, "The allocation of Taxing Power under the Canadian Constitution" (1980081) 65 Canadian tax Paper.

7. Le juge La Forest reprend là, en 1982, des arguments d'abord formulés en 1976 et il ne mentionne pas la décision rendue entre temps par le juge Pigeon pour la majorité de la Cour suprême, dans l'Avis consultatif sur l'organisation des produits agricoles, (1978) 2 R.C.S. 1293. Les motifs de cette décision comportent pourtant une affirmation claire de l'inconstitutionnalité de l'exercice par les autorités fédérales d'un pouvoir de dépenser dans une matière de compétence provinciale.

8. Jean BEETZ, "Les attitudes changeantes du Québec à l'endroit de la Constitution de 1867" P.A. CRÉPEAU et C.B. MAC PHERSON (éd.), L'avenir du fédéralisme canadien, Toronto et Montréal, U. of T. Press et P.U.M., 1965, 133 et ss.

9. Liquidators of the maritime Bank of Canada c. receives General of New Brunswick, (1892) A.C. 437 et Bonanza Greek Gold mining c. R. (1916) A.C. 566.

10. On trouvera une analyse détaillée dans notre Traitee de droit de l'enseignement supérieur, à paraître.

11. "A mon avis, l'intrusion fédérale dans le commence local est tout aussi inconstitutionnelle lorsqu'elle se fait par des achats et des ventes que lorsqu'elle se fait d'une autre manière. Les remarques du vicomte Simon et de lord Halsbury s'appliquent autant aux pouvoirs fédéraux qu'à ceux des provinces. Néanmoins, il est bien évident que rien n'empêche les organismes fédéraux de faire pareilles opérations à des fins fédérales légitimes." Avis consultatif sur l'organisation des produits agricoles, (1978) 2 R.C.S., p. 1293.

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OCUFA's VIEW.....5

precisely that reason, arguing that the ambiguities will leave essential questions of important social policy for the ill-equipped courts to resolve. Should the establishment of a national child care system, it is asked, depend on what judges think is a "shared-cost program," what is a "program or initiative," what is "compatible," what is a "national objective"? University of Toronto law professor Deborah Coyne has characterized the "excessive ambiguity" of s.106A as a "fundamental flaw" of the proposal.

There is not much point, though, in making detailed lawyers' arguments about what the proposed constitutional changes mean. It is somewhat more important to have thought through a position on where the locus of governmental power in dealing with higher education ought to be.

The organizers of the National Forum on Post-secondary Education were not able to generate a consensus in favour of an increased formal federal presence in policy making for PSE. This was so in part because of OCUFA's opposition, and in the end is primarily attributable to the opposition of the Quebec government. It seems likely, then, that the question will remain one of low government priority for some time. On the other hand, the federal pressure to increase their role in PSE has been unrelenting for a decade — they are pursuing a long-range strategy. We need a response.

OCUFA's view is that the maximum amount of autonomy for the universities is what is best for education, best for research, and probably what is best for the economy. Consistent with that, we favour an extremely limited federal government role in the policy aspects of PSE. To the extent that there is a governmental policy role, better it should be left where it is, in the hands of provincial governments rather than in Ottawa, remote and insulated. In Ottawa, a national policy is what the M.P.'s for Ontario and Quebec want.

The question of appropriate locus of power could also be approached by considering whether the policies likely to be favoured by a particular government are attractive. The policies of the federal government have not been attractive — they have been to reduce financing and to attempt to make the universities instruments of economic policy — and on that basis alone there would be no reason to cede the federal government the chief policy role. Or, in the words of Claude Ryan, Quebec's Minister of Higher Education: "Basically we are facing a federal Government which has been getting out of the game for some time, which seems to be financially wanting out even more, but which at the same time would like to be called in to assume leadership. It does not make sense. It cannot work." (Toronto Star, 31 October 87).

But particular policies fluctuate over time. It may even be that one day a federal government would favour the sort of policy Senator Murray flashed when he spoke in August, though for now, such talk is just fool's gold. The important point is that policies and promises of policies do not usefully guide a decision on what relations with government we as academics would wish to see.

In Ontario, the Legislature will be holding public hearings on the Meech Lake Accord. When OCUFA makes its submission, it will make two points: that the proposed s.106A of the Constitution is tantamount to an abandonment by the province of its jurisdiction over education, and that the equality rights of the *Charter* are threatened by the Accord.

Howard Epstein

Howard Epstein, directeur général de l'UAPUO (OCUFA), présente la position de son association sur l'accord du Lac Meech et ses conséquences sur l'enseignement postsecondaire. L'UAPUO estime que l'article 106 A proposé renforcerait le pouvoir du fédéral en matière de santé, d'éducation et de bien-être social. L'UAPUO croit qu'une présence trop forte du fédéral dans le domaine de l'enseignement postsecondaire est indésirable et que l'accord, par conséquent, ne sert pas le pays.

SPENDING POWER...6

To some extent, this fiscal gap is addressed explicitly through unconditional transfers to provincial governments under the equalization program. The commitment to such equalization was given constitutional status in section 36 of the Constitution Act, 1982. Subsection (1) provides that "Parliament and the legislatures, together with the government of Canada, and the provincial governments, are committed to (a) promoting equal opportunities for the well-being of Canadians; (b) furthering economic development to reduce disparity in opportunities, and (c) providing essential public services of reasonable quality to all Canadians." Subsection (2) then goes on to set out expressly the commitment of Parliament and the government of Canada "to the principle of making equalization payments to ensure that provincial governments have sufficient revenues to provide reasonably comparable levels of public services at reasonably comparable levels of taxation."

Some observers, notably conservative economists whose overriding fixation with reducing the federal deficit leads them to advocate the elimination of virtually all federal spending on shared-cost programs, argue on efficiency grounds that all federal fiscal transfers to the provinces should now be funnelled through the equalization program on an unconditional basis.[7] The current Intergovernmental Affairs Minister in Quebec, Gil Rémillard goes even further. He argues that this is now constitutionally required under section 36 and that Ottawa's spending authority for public services can only be exercised through the unconditional equalization system and not through conditional grants whereby Ottawa attempts to impose national standards.[8]

In sharp contrast, other constitutional experts believe that section 36 will not be given any real meaning by judges and will therefore have little impact on federal-provincial fiscal arrangements. According to Andrée Lajoie, for example, section 36 is a declamatory clause expressing a vague statement with no real application. "At best it serves an ideological purpose."[9]

Still others argue that the current equalization program that equalizes provincial fiscal capacities only to a Representative Five Province Standard, itself violates section 36 which now requires the payments to conform to a Representative National Average Standard in order to discharge the obligation to ensure "reasonably comparable public services."[10] Alternatively, compliance with section 36 may require a complete shift in the basis of the program to the equalization of real income per capita rather than the equalization of tax rates among provinces. Finally, section 36 may also require conditions to be attached to the equalization grants so as to link the payments, for example, to the elimination of interprovincial barriers to trade or to adjustments in the provincial minimum wage.[11]

The impact of section 36 of the Constitution Act, 1982 on the federal spending power and federal-provincial fiscal relations, in general, is clearly controversial and will be discussed further in Part II of this paper. It is sufficient to emphasize here that the advocates of eliminating or severely restricting the federal government's ability to attach conditions to transfers to the provinces are prominent among those who fail to appreciate or prefer to ignore the importance of the spending power in building our sense of national community.

The rationale for using the federal spending power to enable Parliament to contribute towards programs in fields of provincial justification "is to be found in the national standards is perhaps most clearly expressed in the 1969 federal government Discussion Paper. The argument was made that the justification "is to be found in the very nature of the modern federal state—in the economic and technological interdependence, in the interdependence of the policies of its several governments, and in the sense of community which moves its residents to contribute to the well-being of residents in other parts of the federation."[12]

In terms that presage those of the debate almost twenty years later, the Discussion Paper went on to provide examples of the interdependence that dictated federal action: "The effectiveness of pollution control, for example, affects the people in neighbouring provinces; provincial educational systems contribute or fail to advancea the economic growth of Canada as a whole; and the equality of opportunity across the country or the lack of it, affects the well-being of Canadians generally...Moreover, the mobility of Canadians — increasing year by year — itself creates a kind of interdependence: a person in almost any part of Canada, accustomed to the expectation that his children will sooner or later move to other parts of the country, develops an interest in the public services in other provinces as well as public services in his own province — hospital and medical care being the most obvious examples."[13] More generally, since a province will inevitably wish to avoid incurring costs that will provide benefits to other provinces or other residents, a federal role is essential to ensure an optimal level of spending.[14]

In retrospect, it is now very clear that the major shared-cost programs particularly in the area of social policy, have been extremely important to the process of social integration in Canada. As Keith Banting has recently pointed out, universal social programs represent one of the very few spheres of shared experience for Canadians, an important aspect of our lives which is common, irrespective of region or language. As the national debate over the Canada Health Act demonstrated, for example, our national health care program has a natural constituency right across this country in a way that the National Energy Program never could.[15]

The federal government is the only government in our federal system that brings the national perspective to bear on such critical issues as: "What in terms of living standards, and particularly in terms of public services, does it mean to be a Canadian citizen?"[16] Equally, it is clear that if there is a national interest in the provision of certain public services, the federal government has a critical role to play in establishing national minimum standards and some measure of uniformity across provinces.

In this connection, it is interesting to note that Claude Forget, a former Minister of Social Affairs in Quebec, argues that the federal spending power has been and continues to be the most important method for harmonizing social policies in Canada.[17] Although he also argues for a form of constitutional restriction, he emphasizes that the federal power to initiate shared-cost programs and to impose national standards must not be impaired. Instead, the federal government should restrict the spending power to the pursuit of (1) national standards determining the program in question, and the expenditures that may legitimately be made in connection with it; and (2) national standards determining who is entitled to benefits or payments from a given program, and under what conditions.

In emphasizing the need to maximize flexibility in the exercise of the federal spending power in areas of exclusive provincial jurisdiction, one must acknowledge of course that certain national social programs, notably medicare, have been "born in the provinces" and that the provinces have frequently acted as catalysts for reform[18]. But it does *not* follow that "it is usually far more difficult to mobilize the national electorate in favour of a new social initiative than it is a provincial electorate" or that "national politics is (necessarily) preoccupied with mediating among competing regional, cultural and linguistic interests and that it is within the less diverse provincial units that economic and social issues occupy central stage."[19]

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P.M. and provincial premiers reach agreement on constitutional grievances after Meech Lake meeting.

"The spending power proposals must be assessed in the overall context of the Accord, which involves a substantial devolution of power to the provinces and significant shift of political dynamism on matters of national importance away from the federal Parliament, as well as the undermining of the Charter of Rights and Freedoms."

The very nature of a federal system such as ours encourages valuable experiment and innovation in a wide range of areas by *both* levels of government. Often, the initiative for progressive change will occur at the provincial level; but we must then ensure that the federal government has the ability, as it did in respect of medicare, to devise a national program with national standards to ensure that all Canadians can benefit from such progressive initiatives. Furthermore, as recent experience demonstrates all too clearly, the provinces do *not* exhibit a general tendency towards social progress, especially under conditions of fiscal restraint.

The implementation of a comprehensive national disability insurance scheme based on social insurance principles and involving the elimination of lawsuits as a means of compensation is an example of a future national initiative involving the exercise of the federal spending power and the imposition of national standards relating to public administration, comprehensiveness, accessibility, portability and universality, similar to medicare. Yet the federal government would be building on progressive initiatives in a number of provinces, notably, Quebec's public system of no-fault, no-tort automobile insurance that is now integrated with the workers' compensation system, and major social reforms underway in Ontario[20].

In my view, the Meech Lake Accord limitations on the exercise of the federal spending power in areas of exclusive provincial jurisdiction will gravely undermine the federal government's ability to establish national programs with minimum national standards. Not only will the courts be involved in deciding essentially political questions and thereby hamstringing our elected representatives, but the ease with which provinces can opt out will mean that we will end up with, for example, significant regional variations in a future child care program or a future environmental protection initiative. This, in turn, will result in unacceptable distinctions among Canadian citizens depending on one's province of residence and will increasingly attenuate our sense of national community.

Excessive ambiguity and an inappropriate role tor the judiciary

The second fundamental flaw in the proposed constitutional limitations on the spending power relates to their ambiguity and the unacceptable shift of important political powers to an ill-equipped judiciary. In order to better understand this criticism, it is necessary to outline the existing constitutional basis for the spending power and the nature of the concerns expressed by the provinces, especially Quebec, in the constitutional reform discussions over recent years. It will then be possible to assess whether any explicit constitutional limitation is in fact desirable and, if so, in what form.

The 'spending power' has been defined in a number of ways for constitutional purposes. Perhaps the most useful is the definition set out by the late Elmer Driedger in 1981: "Spending power means the power of Parliament to make payments to people or institutions or governments for a purpose, the subject matter of which is not necessarily one in relation to which it may exclusively make laws."[21]

Although this definition may appear at first glance to be somewhat convoluted, such a formulation is necessary because, as Driedger points out, the legislative power in the Constitution Act of 1867 is conferred by reference to *classes of subject*. The key sections — sections 91 and 92 — do not list *purposes*. Thus both levels of government may carry on many activities of a business or commercial character or may spend money on something, the subject matter of which falls within the exclusive legislative powers of the other level of government. When the federal government, for example, gives money to a university, this is not making laws in respect of education. Or when British Columbia owns and operates a ferry service between the mainland and Vancouver Island, this does not involve making laws in respect of navigation and shipping — an area of exclusive federal responsibility.

The specific constitutional source for the spending power is the subject of some debate. According to the late Frank Scott, spending is a valid exercise of the Crown prerogative power and the only constitutional requirement for Crown gifts is that they must have the approval of Parliament or of the legislature[22]. Making a gift is not the same as making a law. Generosity is not unconstitutional and the federal government may attach conditions to any gift and establish criteria that must be met by the recipient.

Other commentators such as Donald Smiley, Joseph Magnet and Gerald LaForest, prefer to ground the spending power on a combination of the federal legislative authority in respect of public debt and property (s.91(1A)) and taxation (s.91(3)), and the power in s.102 to spend the Consolidated Revenue Fund[23]. This approach draws support from the following

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comments of Lord Atkin in the leading case, *Reference re Employment and Social Insurance Act*, in 1937: "That the Dominion may impose taxation for the purpose of creating a fund for special purposes, and may apply that fund for making contributions in the public interest to individuals, corporations or public authorities, could not as a general proposition be denied."[24]

Lord Atkin, however, then went on to establish certain parameters to this ability to spend and to attach conditions to the receipt of the funds. After examining the proposed federal legislation to establish a national program of employment and social insurance he found it unconstitutional in that it was clearly legislation in relation to a subject matter within provincial jurisdiction — property and civil rights. Ultimately a constitutional amendment was required which explicitly transferred legislative responsibility for unemployment insurance to the federal government.[25]

The *Employment and Social Insurance Act* case established the basis for the rather imprecise limitations on the federal spending power that have evolved over the years. In general, the legal interpretation has ensured that the federal government has reasonably broad powers to make payments to persons, institutions and governments and to attach conditions thereto, provided that the program or initiative cannot be characterized as legislation or regulation directly in respect of a subject matter of provincial legislative power.[26]

Certainly the federal government has not hesitated to exercise this power with respect to a wide range of both unconditional and conditional transfers. The most prominent examples of payments to individuals are family allowances and old age security.[27] The three major shared cost programs involve medicare, transfers for post-secondary education, and the Canada Assistance Plan.

The provincial criticism of the exercise of the federal spending power has generally focussed on conditional grants and subsidies to governments which, it is argued, constrain provincial freedom to determine their expenditure priorities and the range and quality of service. Thus unconditional transfers for equalization purposes or for post-secondary education have not been a real source of controversy, at least not since the Established Programs Financing Arrangements of 1977, which no longer tied federal transfers to the health care and post-secondary education costs of the provincial government, but only to the growth in the economy (GNP) and provincial populations.[28]

Transfers under the Canada Assistance Plan are also not particularly controversial since they involve very minor conditions, notably the commitment by the province not to refuse welfare assistance to those in need on the basis of the recipient's province of origin and to establish a procedure for appealing administrative welfare decisions. Moreover, under the CAP, special administrative arrangements were concluded that have allowed Quebec to opt out completely and receive equivalent tax-point concessions in lieu of cash transfers, following Quebec's insistence that its social services not be subject to national standards.

The provinces have been voicing increasing concerns, however, over the rigid CAP requirement for needs-testing as the means of determining a person's eligibility for social assistance. This is preventing an urgent reorientation of social assistance towards the provision of a wider range of social services on a universal basis regardless of need, and the provision of income supplements to encourage people to seek and maintain meaningful work. Perhaps ironically for the provinces, as a review of CAP opens up, pressure is already mounting from social policy groups for even wider reforms that involve the implementation of firm national standards for both income support and social services, similar to proposals made during the social security review in the 1970s.

"The federal government is the only government in our federal system that brings the national perspective to bear on such critical issues as: 'What in terms of living standards, and particularly in terms of public services, does it mean to be a Canadian citizen?"

The most recent and well-publicized federal-provincial dispute over the use of the federal spending power to impose national standards arose in respect of the Canada Health Act. Transfers for medical care and hospital insurance have always been highly conditional: the provinces are required to ensure that their plans conform to firm national standards in respect of accessibility, universality, transferability, comprehensiveness and public administration of programs. These conditions were confirmed in the new fiscal framework established in 1977 by the Established Programs Financing Act.

In 1983-84, the federal government reacted to widespread concerns that extra-billing practices and hospital user fees were seriously eroding the universality and accessibility of provincial medicare programs. The Canada Health Act was subsequently enacted that imposed severe financial penalties on any province that did not take steps to ban extra-billing and user fees.

Despite much strong provincial criticism, all provinces have now complied with the legislation and none have chosen to challenge it in the courts. Legal challenges have been brought, however, by the Canadian Medical Association and, more recently, by the Ontario Medical Association in respect of Ontario's Health Care Accountability Act[29]. In addition to arguments based on the infringement of certain Charter rights of doctors[30] and a broad attack on the constitutionality of any national standards imposed by the Canada Health Act, the medical associations argue that to the extent that the application of national standards has been extended to matters that have nothing to do with accessibility but that relate to the management of the health insurance programs, the federal government has acted unconstitutionally.

More specifically, paragraph 12(2)(b) of the Canada Health Act provides for the right to arbitration when there are disputes between the provincial governments and provincial medical associations. As Claude Forget notes, this provision would have the effect of making the rates for medical fees established under arbitration or conciliation a national standard that has nothing to do with accessibility[31]. If the courts ultimately decide that such a provision is valid, this may amount to a major extension of the federal spending authority. Clearly, regardless of the outcome, the case will serve to clarify further the parameters of the federal spending power.

The legal challenge to the Canada Health Act remains at a preliminary stage and one can expect to see further arguments raised. One of these will be that the punitive financial sanctions imposed on the provinces infringe section 36 of the Constitution Act, 1982, in that they prevent a provincial government from discharging its constitutional obligation to provide reasonably comparable public services at reasonably comparable levels of taxation. Such an argument would certainly mesh well with the view of provincialists such as Gil Rémillard, noted earlier, that section 36 now precludes the federal government from imposing national standards altogether and will ultimately require the federal government to make all transfers for public services pursuant to the unconditional equalization program.[32]

In my view, however, this interpretation of section 36 is wrong and indeed denies the relevance of our federal structure and the importance of retaining the ability of the federal government to harmonize provincial social and other policies to national standards. One can equally and more persuasively argue that national standards and conditions are essential to a proper discharge of the constitutional commitment to promote equal opportunities for the well-being of Canadians; to further economic development to reduce disparity in opportunities; and to provide essential public services of reasonable quality to all Canadians. (section 36(1)). Moreover, a recent court decision involving a taxpayer's challenge to federal spending to fund provincial programs on health, welfare and post-secondary education, held that section 36 in fact authorized the federal government to undertake such spending.[33]

The trend in public opinion in Canada today is towards a greater federal role in setting national standards not only with respect to health care, social policies and education, but also in a wide range of other areas of public policy such as environmental protection. For example, just as there was widespread national support for the Canada Health Act, pressure is rapidly increasing for the reimposition of conditions on transfers for post-secondary education. In particular, the 1985 Johnson Report entitled "Giving Greater Purpose To The Federal Financing Of Post-Secondary Education And Research In Canada"[34] highlighted how, in the absence of any conditions or incentives, the provinces have allowed their grants to universities and colleges to fall off significantly, while federal transfers to the provincial governments have steadily grown with increases in GNP and population in accordance with the current Established Programs Financing arrangements.

Given the national interest in high quality, post-secondary education, it is important as a minimum first step for the federal government to require the provinces to escalate their support for universities and colleges at the GNP rate, as suggested in the Johnson Report. Future conditions might also involve ensuring the portability of all credentials, whether technical, educational or professional, greater access to provincial institutions by out of province residents, an enhanced role for the federal Secretary of State in the Council of Ministers on Education, the allocation of more funds to basic and applied research, more co-operative education programs, and changes in the traditional tuition system. In this connection, it is interesting to note that the Canadian Association of University Teachers recently called for new federal legislation modelled on the Canada Health Act — a Post-Secondary Education Financing Act, that would require provinces to meet specific objectives with respect to funding levels, accessibility, academic freedom, financial assistance to students and the removal of barriers to disadvantaged groups.

Pressure for an enhanced federal role in establishing national standards will also emerge as governments begin finally to undertake a fundamental review of social assistance and employment policies and seriously consider the possibility of integrating the tax and transfer systems. At the very least this will likely result in more national standards attached to transfers for social assistance under the Canada Assistance Plan, especially in respect of income support levels and the range and quality of social services. In addition, already a variety of specific provincial welfare practices have come under attack, notably, the so-called 'man in the house rule' and the recovery of inadvertent overpayments in such a way as to push the recipient below the poverty level.[35] The federal government may well consider it desirable in the near future to ensure the elimination of these practices in all provinces. At the same time, however, existing CAP requirements such as for needs-testing (discussed earlier) may be dropped or substantially changed.

Certainly there is no lack of possible future federal-provincial friction in respect of existing and future shared-cost programs. The critical question is whether the potential friction is such as to require a constitutional limitation on the federal spending power, and if so, how?

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In my view, there is no need for an explicit constitutional limitation at this time. As discussed above, the spending power already has a secure constitutional base and has been, and will continue to be, sufficiently circumscribed through legal interpretation. In addition, Quebec's particular concerns have been accommodated over the years such as through the opting-out provisions under the Canada Assistance Plan or the arrangement to allow for provincial variation of family allowances in 1974. Such administrative options can continue to evolve to meet future contingencies.

The exercise of the federal spending power is fundamentally a question of politics and public policy and sufficient flexibility is critical. As Driedger succinctly concluded, conditional grants may create political problems, but not constitutional or legal ones. Disputes should therefore be settled by intergovernmental agreement and, for example, ratified by statute.[36]

In any event, to entrench limitations on the power as proposed in the Meech Lake Accord is unacceptable for a number of reasons. First, it will result in a transfer to the judicial branch of critical power to determine government policy and alter spending priorities. As one observer notes: "Not even the staunchest advocate of judicial activism can successfully argue that (Supreme Court Justices) Brian Dickson or Bertha Wilson are the best qualified persons to determine whether the education policies of Bill Vander Zalm or the health policies of Robert Bourassa are "compatible with the national objectives."[37]

Moreover, as the recent landmark decision in *The Minister of Finance of Canada* v. *Robert James Finlay* indicates, [38] the Supreme Court of Canada is prepared to expand significantly its rules of standing to permit private individuals with a sufficiently direct and personal interest to bring legal challenges in respect of government spending pursuant to federal-provincial shared-cost arrangements. More specifically, the court has allowed Finlay to sue the federal Minister of Finance for a declaration that the federal payments to Manitoba under the Canada Assistance Plan are illegal and for an injunction to stop them as long as the province fails to comply with the conditions set out in the arrangements. When this development is combined with the new constitutional role for the courts in respect of national shared cost programs set out in the Meech Lake Accord, we can undoubtedly expect a spate of lengthy, expensive and more often than not counter-productive legal challenges by a wide range of individuals and public authorities.

The noted constitutional and legal philosopher, Ronald Dworkin, has suggested that a distinction should be drawn between matters of principle and matters of policy in determining the appropriate parameters for the role of the judicial branch.[39] Judges are suited by their training and their role to decide questions of principle and have a duty to protect the rights of individuals and minorities against the encroachment of others and restrain the pursuit of the majority interest in politics. Elected governments and legislatures, on the other hand, have the competence, authority and duty to make policy and, in the constitutional context, to enact measures that will make the community as a whole better off. Although it is of course difficult in practice to distinguish between principle and policy, the spending power limitations in the Meech Lake Accord clearly shift the resolution of important matters of policy to the judiciary. This will seriously impair the ability of our elected representatives to act in the national interest.

Beyond this overriding concern over the unacceptable abdication of power to the judiciary, specific criticisms of the Meech Lake Accord provisions focus on their unacceptable ambiguity, the ease with which provinces can opt out of national programs, and the inability of the federal government to

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establish firm minimum national standards.

John Whyte, the Dean of Queen's University Law School, has set out no less than six areas where serious questions of interpretation will arise, all of which will "create immense disincentives to the federal government to embark on social welfare or other programs."[40] These questions can be summarized as follows:

(1) What is a national shared-cost program? Does it require a particular type of financing formula such as matching grants?

(2) What is meant by spending in an area of "exclusive provincial jurisdiction"? Does there only have to be a provincial aspect to the expenditure program? If so, the spending power provisions will be given a very wide application.

(3) What is a "program or initiative"?

(4) What is "reasonable compensation"?

(5) What is a "compatible" program or initiative, and who will determine the compatibility?

(6) What counts as "national objectives"? Is it not likely that they will apply only to the broader ends or aims of the program in question, and therefore preclude the imposition of national standards or the means to those ends? Does the federal government have the exclusive right to determine the national objectives?

Constitutional expert Eugene Forsey argues that the reference to a "program established by the Government of Canada" will mean that the national objectives could be set by a pronouncement of the Government in a White Paper, a speech by the Prime Minister or Minister most directly concerned; and the courts might rule on the basis of this that a provincial program or "initiative" was eligible for compensation. "Parliament would, again, be subordinated to the courts, and provinces might be able to raid the federal treasury for support of mere tokenism."[41] In addition, it is clear that "national objectives" mean much less than "national standards" since, in contrast to the spending power provisions, the immigration provisions in proposed section 95B(2) of the Constitution Act, 1867, *do* explicitly mention "national standards and objectives."

The Canadian Council on Social Development, along with many others, notes that "national objectives" can be interpreted as the lowest common denominator of provincial compliance and if "compatible with" is interpreted as "not in opposition to", we are in danger of losing both the federal role in, and the national character, of social policy. In addition, it is clear that there are inexorable pressures on provinces to use their limited fiscal resources in ways that may not be in the best interests of the Canadian population as a whole. Notable examples include "the use of extra-billing and user fees to limit access to health care, or the current trend for provinces to reduce social assistance payments to levels well below even the provincially determined level of need for certain groups of people."[42] More generally, the CCSD concludes that the excessive ambiguity of the provisions will impede the urgently required *national* efforts to develop a new approach to income security, social services and employment opportunities.

Al Johnson, a former Deputy Minister of Health and Welfare and a veteran of federal-provincial negotiations over a wide range of shared-cost programs such as medicare and post-secondary education, argues that medicare would not have been possible under the Meech Lake Accord rules.[43] Both Alberta and Ontario were vigorous opponents of the federal plan for ideological reasons. They preferred to leave the operation of health insurance schemes to the private insurance companies and disagreed with the principles of universality and comprehensive coverage. Under the Meech Lake Accord, John Robarts could have opted out of the program and given Ontario's share of the money to the private insurance companies, or used it to build new highways. The federal government retains no effective bargaining lever to entice recalcitrant provinces into the scheme. Medicare would have been doomed.

Jack London, another constitutional expert and a member of the federal Task Force On Child Care, argues that the Meech Lake Accord gravely diminishes the federal incentive, both political and bureaucratic, to initiate or engage in a significant national day care program because the appeal of a national, homogeneous impact would be gone.[44] In particular, the opting out provisions will effectively preclude a strong unilateral federal initiative in committing substantial expenditure to daycare and, in any event, the provinces would get all the political credit. Since it is not clear that the provinces would be required to adhere to national standards with respect to, for example, unlicensed suppliers and non-profit daycare centres, we will likely end up with an inadequate patchwork system in a balkanized Canada.

Even a supporter of the Meech Lake Accord, constitutional lawyer Andrew Petter, acknowledges certain unacceptable ambiguities in the provisions.[45] It is not clear, for example, whether "national objectives" will be limited to "subject matter" objectives such that child care funds must be spent on 'child care.' It is also not clear whether tax deductions and tax credits fall within the definition of 'national shared-cost programs.'

Finally, many observers have noted the ambiguity with respect to the application of the provisions to "programs established...after the coming into force of this section." It is not clear whether future extensions or amendments to medicare, for example, will qualify as post-Accord programs and therefore be subject to the opting-out provisions. If this interpretation is accepted, existing national programs could be seriously eroded.

All the foregoing concerns apply to a wide range of future initiatives that may be desirable, especially in new areas where the division of legislative authority is not clear. For this reason, it is preferable, in my view, to retain maximum flexibility in the exercise of the federal spending power and to avoid explicit constitutional limitations. But, if such limitation is nevertheless considered essential, it must be determined only after a full and free public debate and in the context of a review of the current division of powers to account explicitly for the new areas of concern.

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Ontario Premier David Peterson shares views with Finance Minister Michael Wilson and P.M. Brian Mulroney at meeting on Meech Lake Accord.

"The spending power limitations in the Meech Lake Accord clearly shift the resolution of important matters of policy to the judiciary. This will seriously impair the ability of our elected representatives to act in the national interest."

In this connection, the 1969 federal proposal is instructive.[46] It consisted of four prongs. First, there would be an explicit constitutional provision conferring on Parliament the power to make *unconditional* grants to the provinces. This power would be unrestricted, beyond perhaps some general commitment to the elimination of regional disparities. Second, no decision would be made with respect to the power to make payments to 'persons or institutions' in matters of provincial jurisdiction, until consideration had been given to the distribution of legislative powers. Third, there would be no constitutional restriction of Parliament's ability to make grants-in-aid programs involving only some of the provinces, and therefore no compensation would be available for non-participating provinces.

Finally, conditional grant-in-aid programs involving all of the provinces *would* be subject to constitutional restriction. The federal government would not proceed with a program unless a "national consensus" existed, such consensus to require the agreement of three of the four senatorial districts and at least two western provinces and two Atlantic provinces. The federal government would then compensate the *citizens* of a non-participating province by a sum equal to the average per capita payment to participating provinces multiplied by the province's population.

I would still agree with Donald Smiley who criticized this proposed compensatory mechanism on the grounds that it is tantamount to rewarding individuals by Parliament "as the by-product of the frustration of national purposes by the government which represents them."[47] Nevertheless, in stark contrast to the Meech Lake Accord, at least the proposals do not make it too easy to opt-out. Moreover the 1969 proposals preserve the incentive for the federal government to initiate new programs by allowing the federal government to retain the political credit for any tax revenues raised and stipulating that the fiscal compensation goes to the citizens of the non-participating province, not the provincial governments. In addition, although still unsatisfactory, the 1969 proposals ensure that at least five provinces would participate in a uniform national program and thereby decrease the chances of a patchwork quilt result. In contrast, under the Meech Lake Accord, any number of provinces can opt out.

A more innovative proposal to limit the federal spending power has been put forward by Frank Carter, a former Deputy Secretary of the Cabinet for federal-provincial relations and subsequently, from 1977 to 1984, a special advisor on the Constitution.[48] Carter suggests that the Constitution provide that monies otherwise payable to a province that opts out of a shared-cost program would be kept in a fund until after the holding of the first provincial election following the elapse of a three year period. If after the election, the province still refused to participate, the accumulated funds (and the monies payable thereafter) would be paid by the federal government to the people, but in a way that would facilitate its retrieval by the provincial government through its own taxes. According to Carter, this arrangement would recognize the ultimate sovereignty of a province in fields of its own jurisdiction. At the most, it would impose delay and an electoral test on a province wishing to stay on its own. At the least, it would provide an incentive for both sides to seek solutions.

The Carter proposals certainly merit consideration in future constitutional reform discussions. They have the particular value of emphasizing the need to consult and meaningfully involve the people of Canada in any new initiative and might contribute to more open, responsive government at both levels.

The dangers of a balkanized Canada

A final fundamental flaw in the proposed constitutional limitation on the federal spending power relates to the unacceptable political dynamics that are generated, particularly when viewed in the context of the overall Meech Lake Accord and other relevant provisions in the existing Constitution. More specifically, the spending power provisions, however limited in scope, are simply part of an overall agreement that incorporates a serious and, in my view, debilitating shift of power and dynamism from the federal Parliament to the provinces. Canada is already one of the most decentralized federations in the world; the Meech Lake Accord will potentially make us ungovernable. And when this is combined with the undermining of our Charter, it will certainly impair progress towards greater social justice and a fairer, more compassionate society.

In examining the overall context of the Meech Lake Accord, four sets of provisions must be singled out: the new amendment procedures, the constitutional entrenchment of the First Ministers' Conferences, and the provincial role in appointments to both the Senate and the Supreme Court of Canada, and the distinct society clause, particularly its effect in undermining the Charter.

With respect to the amendment procedures, the Accord proposes to extend the rigid requirement for the unanimous consent of all provinces to cover changes to critical national institutions — the Senate and the Supreme Court of Canada, as well as to the establishment of new provinces. In addition, it loosens and expands the general amending procedure to permit opting out with fiscal compensation by any province that dissents from any amendment affecting the division of powers.

The extension of the unanimity rule means that the chances for any meaningful change to our federal institutions, notably Senate reform so that the Senate can more effectively protect and represent the interests of the weaker regions, are now extremely remote. But even more importantly, giving the provinces such extensive veto powers increases their bargaining leverage in virtually any area of federal-provincial negotiations. This ability to use the threat of the veto to extract concessions on unrelated matters opens the door to political blackmail and paralysis, and risks effectively immobilizing national efforts to achieve greater social and economic justice.

The loosening of the general amendment procedure means that it is now far too easy for a province to opt out of future adjustments to the division of powers that may be required to meet the critical challenges that lie ahead, notably in the areas of environmental

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protection, telecommunications, science and technology, education and the integration of our employment and social assistance policies. More generally, as Garth Stevenson notes, "the opting-out procedure suggests that a province's adherence to Canada is only conditional and that the province is free to accept or reject national decisions depending on whether it finds them convenient."[49]

Constitutional amendments have occasionally been required in the past to permit the implementation of national programs, notably, unemployment insurance (s.91(2A)) and pensions and supplementary benefits (s.94A).[50] One must ask oneself what would have happened to the nature of our national unemployment insurance scheme if Quebec or any other province had been able to opt out with full fiscal compensation? At the very least, our ability to meet the national challenge of devastating levels of unemployment would have been severely compromised. Yet the Meech Lake Accord would now allow such an unacceptable situation to arise in respect of any future constitutional amendments pursuant to the general amending formula.[51]

The constitutional entrenchment of annual First Ministers' Conferences both on the economy and other matters, and on the Constitution, is a second element of the Meech Lake Accord that will compound the debilitating shift of power away from Parliament to the provinces. In effect, we are creating an unaccountable third level of government that may eventually reduce the federal Parliament and provincial legislatures to mere ratification chambers in respect of decisions taken by the First Ministers. The federal cabinet and the Prime Minister will no longer speak for Canada. Instead, eleven first ministers will collectively speak for Canada and our position in international and domestic issues will inevitably be fragmented and reduced to the lowest common denominator of rival provincial interests. Again, in combination with the spending power limitations, it will become increasingly difficult for the federal government to carry out its critical leadership role in the pursuit of the national interest and to strengthen the national community.

Third, the Meech Lake Accord effectively hands over the power of appointment to the Supreme Court of Canada and the Senate — two key national institutions — to the provincial governments. This represents a very serious abdication of federal responsibility with respect to both the judicial and legislative branches of our national government and an unacceptable alteration of our federal system.

The character of the Supreme Court will gradually be transformed since it is inevitable that the provincial nominees will be ideologically inspired. The impact on the nature of the Court's decisions in respect of our basic rights and freedoms guaranteed in the Charter and on issues of federal-provincial division of powers will be potentially very far-reaching.[52]

Similarly the Senate will be transformed into a body that simply reflects the untidy sum of rival provincial government interests. Moreover, there is nothing to ensure that the Senate will not stalemate or frustrate the activities of our national legislators in the House of Commons. Furthermore, really meaningful Senate reform is precluded by the virtually unattainable requirement of the unanimous consent of all provinces for any future amendments regarding the Senate.

Finally, a general underlying danger of the Meech Lake Accord is its effect in undermining our commitment to respect and promote basic rights and freedoms guaranteed in the Charter. The concern over the status of the Charter vis-à-vis the Accord arises as a direct result of the distinct society clause which, in the view of many constitutional experts, gives the Quebec government the power to override the Charter.[53] The addition of Article 16 in the early hours of the morning on June 3rd which singles out the rights of aboriginal peoples and our commitment to multiculturalism in the Charter for special recognition simply confirms this view. In addition, the recent Supreme Court decision in the Separate School Funding case indicates, among other things, that political compromises in the Constitution will take precedence over Charter rights in certain circumstances.[54] To resolve this unacceptable situation, at the very least a new section should be inserted in the Accord that explicitly states that nothing in the Accord affects any of our basic rights and freedoms guaranteed in the Charter.

A clear statement of the supremacy of the Charter is as important to the spending power provisions as to all the other provisions in the Accord. More specifically, given the very real potential for significant variations among provinces in respect of national programs, if such programs can be implemented at all, it is clear that our rights to equality and mobility will be adversely affected. As the Canadian Advisory Council on the Status of Women succinctly points out, national shared-cost programs are fundamentally about equality and our commitment to equal opportunity.[55] It is therefore critical that the Charter, particularly the equality and mobility guarantees, applies to the spending power provisions.

But ensuring that the Charter takes precedence over the Accord is only a second best solution. In my view, the Meech Lake Accord and the spending power provisions are fundamentally flawed. It is my hope that our First Ministers will recognize the need to go back to the constitutional bargaining table and seek a better accord that will more effectively accommodate Quebec's special concerns with respect to linguistic and cultural security, but that will also ensure that Canada continues to function coherently as one nation. An open and extensive public debate will provide a constructive opportunity for all Canadians to examine the significant challenges to the Canadian society and economy that lie ahead and the respective federal and provincial roles in meeting those challenges. It will allow all Canadians to discuss alternatives to the Meech Lake Accord that really *will* result in a stronger, more responsive national government, rather than lead to national disintegration. Nothing less than the future of Canada as a progressive dynamic nation is at stake.

Footnotes

1. Clause 7 of Constitutional Accord 1987; proposed s.106A, Constitution Act 1867.
2. The most notable of these critics are the nationalists in Quebec.
3. Donald Smiley and Ronald Burns, "Canadian Federalism and the Spending Power: Is Constitutional Restriction Necessary? (1969) 17 Can. Tax J.467, at p.479.
4. Frank Carter, "How To Tame The Spending Power", (October 1986) Policy Options pp.3-7.
5. In fiscal year 1986/87, $28.6 billion in cash and tax points were transferred from the federal government to provinces and municipalities for programs with joint or intergovernmental administration. This represented almost one quarter of the federal budget.
6. A. Maslove and B. Rubashewsky, "Cooperation and Confrontation: The Challenges of Fiscal Federalism", in *How Ottawa Spends 1986* (1986) pp.95-118, at p.97.
7. See, for example, William Watson "Section 36 Federalism" (June 1987) Policy Options and William Watson, "Simpler Equalization" (October 1986) Policy Options.
8. Gil Rémillard "Ottawa Cannot Impose Its National Standards" *Le Devoir*, June 1, 1984.
9. Andrée Lajoie "Education — The New Offensive By Spending Authorities." *Le Devoir*, March 6 and 7, 1984.
10. See, for example, Peter Cumming, "Federal-Provincial Fiscal Arrangements and the Search for Fiscal Equity Through Reformulation of the Equalization Program" in Ontario Economic Council, *Ottawa and the Provinces*, Vol. 1 (1985) pp.96-124.
11. See, for example, Yves Rabeau, "Bien-être social — ou bien-être provincial: vers une refonte du programme de péréquation", (1986) Cdn. Public Administration, pp.237-258.

"Canada is already one of the most decentralized federations in the world; the Meech Lake Accord will potentially make us ungovernable. And when this is combined with the undermining of our Charter, it will certainly impair progress towards greater social justice and a fairer, more compassionate society."

12. Government of Canada, *Federal-Provincial Grants and the Spending Power of Parliament* (1969) pp.20-22.
13. Ibid.
14. In economists' terms, this is the so-called externality rationale.
15. Keith Banting, "Universality and the Development of the Welfare State". John Deutsch Institute, Queen's University, 1985, pp.7-14.
16. Malcolm Taylor, *Health Insurance and Canadian Public Policy* (1978) p.181.
17. Claude Forget, "The Harmonization of Social Policy" in Mark Krasnick (Research Co-ordinator), *Fiscal Federalism* (1986), (Macdonald Commission Studies vol. 65) p.97. Forget prefers to use the idea of "harmonization" to analyze public affairs in Canada, rather than the traditional ideas of centralization and decentralization.
18. Andrew Petter, "Meech Won't Stall Social Reform in the Provinces" *The Globe and Mail*, June 30, 1987.
19. *Ibid.*
20. See generally D. Coyne "Compensation Without Litigation" (April 1986) Policy Options, for details of the various related initiatives underway or under study.
21. Elmer Driedger, "The Spending Power", (1981) 7 Queen's Law Journal 124, at p.125.
22. Frank Scott "The Constitutional Background of the Tax Agreements" (1955) 2 McGill Law Journal 1.
23. See, for example, Smiley and Burns *supra*. note 2; Joseph Magnet, "The Constitutional Distribution of Taxation Powers In Canada (1978) 10 Ottawa L. Rev. 473, 476; Gerald LaForest, *The Allocation of Taxing Power under the Canadian Constitution*, (Canadian Tax Foundation, 1967); See also Ken Hanson, "The Constitutionality of Conditional Grant Legislation" (1967) 2 Man. L.J. 191, 194.
24. *Reference Re. Employment and Social Insurance Act* (1936) 3 D.L.R. 644 (J.C.P.C.).
25. Section 91 (2A) of the Constitution Act 1867 was enacted in 1940.
26. The most recent case to follow the *Reference Re. Employment and Social Insurance Act* and to uphold the constitutionality of the major shared-cost programs involving medicare, post-assistance is *Winterhaven Stables Ltd. v. A.G. (Canada)*, (1986) 29 D.L.R. (4d) 394 (Alta. Q.B.). The decision is currently under appeal. See also *Central Mortgage and Housing* v. *Coop College Residence Inc.* (1975) 13 O.R. (2d) 394 (Ont.C.A.).
27. Family allowances were upheld as a valid exercise of the federal spending power in *Angers v. M.N.R.* (1957) Ex. C.R. 83.

Old age security payments initially were made pursuant to explicit federal authority in section 94A of the Constitution Act 1867. However, the contribution element has now been completely phased out and OAS payments are funded entirely from federal revenues.

28. Note, however, that following the federal Finance Minister's announcement in 1985 that the rate of increase in equalization payments would be reduced to achieve savings of $2 billion by 1990, the Quebec finance minister has threatened legal action to challenge the proposed cutback. The other have-not provinces are equally upset.
29. See Amended Statement of Claim, Supreme Court of Ontario File #1217/85. *The Canadian Medical Association, Dr. James MacPhee and Ruby Evelyn Kelly v. AS (Canada) and AG (Ontario).*
30. Sections 7 and 15 of the Charter.
31. Forget, supra note 17, p.112.
32. See discussion *supra* at notes 8 and 9.
33. *Winterhaven Stables Ltd. v A.G. (Canada)*, supra note 26.
34. The Johnson Report was submitted to the Secretary of State in February 1985.
35. Ontario has recently taken legislative steps to eliminate the 'man in the house' rule. The recovery of overpayments practice is currently under attack in Manitoba: see *The Minister of Finance v. Robert James Finlay* discussed infra, note 37.
36. Elmer Driedger, supra note 21.
37. Mark Crawford, "Supreme Court Opened Door to a Constitutional Deal" *The Gazette*, May 27, 1987.
38. *The Minister of Finance of Canada v. Robert James Finlay* (1986) 33 D.L.R. (4d) 321 (S.C.C.).
39. See Ronald Dworkin, *Law's Empire* (1986).
40. John Whyte, Memorandum for the CCSD Concerning the Meaning and Potential Impact of Section 7 of the 1987 Constitutional Accord, August 13, 1987 (mimeographed).
41. Eugene Forsey, Submission to the Special Joint Committee on the 1987 Constitutional Accord, July 1987 (mimeographed).
42. Letter to the Prime Minister, May 22, 1987. See also CCSD Brief to the Special Joint Committee on the 1987 Constitutional Accord, August 25, 1987 (mimeographed), and the similar range of concerns raised by the Canadian Advisory Council on the Status of Women in its brief to the Special Joint Committee, August 20, 1987 (mimeographed).
43. Al Johnson, Submission to the Special Joint Committee on the 1987 Constitutional Accord, August 1987 (mimeographed). See also Leonard Shifrin, "Ottawa's Boasting of Day Care Is Nonsense" *The Toronto Star*, July 13, 1987.
44. Jack London, "How Meech Lake Would Balkanize Canada", *The Toronto Star*, May 20, 1987.
45. Andrew Peter, supra note 18.
46. See federal government Discussion Paper, supra note 12. Note that the federal government again suggested the possibility of negotiating spending power limitations during the constitutional negotiations in 1978, but subject to the caveat that "restrictions on the federal spending power should not deprive us of effective means to achieve such national goals as equal treatment of Canadians, regardless of their residence and alleviation of disparities among provinces and regions." See "An Agenda For Change": notes for comments by the Prime Minister at the Constitutional Conference, Tuesday, October 31, 1978.
47. Smiley and Burns, supra note 3.
48. See Carter, supra note 4.
49. Garth Stevenson, "Constitutional Amendment: A Democratic Perspective" 1984 Socialist Studies p.269.
50. Note that in the 1969-71 constitutional reform debates leading to the abortive Victoria Charter, Quebec focused on a key amendment to section 94A that would have given the provinces effective overriding authority in matters of social policy and over all programs relating to income distribution and social security such as family allowances, youth allowances, manpower training allowances and unemployment insurance. As the federal government noted in its 1969 Discussion Paper, the Quebec approach reflected a particular view of the Constitution and "the case for programme integration". More specifically, Parliament ought not to have the power to spend except where it has the power to regulate. Instead a single authority — the provincial government — should be able to integrate programmes in the fields of income redistribution and social security and adapt every programme to the specific demographic, income and regional structure of the province, without taking into account the situation in the rest of the country." See federal government Discussion Paper supra note 12, at pp.18-20.
51. It should be noted that the current general amending formula does allow a dissenting province to opt-out of amendments relating to "education or other cultural matters", with fiscal compensation. These were viewed as areas of particular concern to Quebec.
52. See, for example, the concerns expressed by the Canadian Bar Association in its submission to the Special Joint Committee on the 1987 Constitutional Accord, August 1987 (mimeographed).
53. See, for example, the submission of Professor Raymond Hébert to the Special Joint Committee on the 1987 Constitutional Accord, August 1987 (mimeographed).
54. See, for example, the following comments of Madame Justice Wilson in *Reference Re Bill 30, An Act To Amend The Education Act* (June 1987) at p.48: "It was never intended...that the Charter could be used to invalidate other provisions of the constitution, particularly a provision such as s.93 which represented a fundamental part of the Confederation compromise."
55. Canadian Advisory Council on the Status of Women, Brief to the Special Joint Committee on the 1987 Constitutional Accord, August 20, 1987 (mimeographed).

POSTDOCTORAL RESEARCH ASSOCIATE

An opportunity exists for a Research Associate knowledgeable in fluorescence spectroscopy and its application to clinical diagnosis to undertake research involving the development of immunofluorescent diagnostic assays. Strong background in analytical chemistry and immunology is essential. Some experience of Hospital diagnostic biochemistry would also be an advantage. Priority is being given to Canadian applicants and both males and females are invited to apply.

Salary range: $25,100.00 p.a.

Please submit CV and names of at least 3 referees to Dr. David M. Goldberg, Dept. of Clinical Biochemistry, 100 College Street, Rm. 415, University of Toronto, Toronto, Ontario, M5G 1L5.

Closing date for receipt of applications 1 March, 1988.

40 millions de plus pour les universités du Québec

par Susan Gray
collaboratrice du Bulletin

Le problème du sous-financement dans les universités québécoises est loin d'être résolu, même si le Ministère de l'Enseignement, des Sciences et de l'Enseignement supérieur vient d'ajouter quarante millions de dollars dans le budget. Ce montant additionnel avait été annoncé en juin dernier, en même temps qu'une nouvelle étude sur le financement de base dans les dix-neuf universités à travers la province. Même si le ministère a fait des ajustements dans sa répartition des quarante millions face aux réactions des institutions concernées, la méthodologie employée dans l'étude de base est sérieusement mise en doute, selon des hauts fonctionnaires de l'Université du Québec à Montréal et de l'Université Concordia, deux des quatres universités considérées historiquement comme étant les plus démunies.

Bien que n'ayant pas étudié en détails la nouvelle formule de financement, le président de la FAPUQ, Marcel Fournier dit: "Les quarante millions nous donne un peu d'espace pour souffler mais la prochaine fois on veut être consultés sur la méthode de financement. Le Ministre nous a déjà envoyé une lettre disant qu'il se conformera à nos demandes la prochaine fois."

Les argents ont été réparties comme suit: 36,25 millions répartis plus ou moins au prorate parmi toutes les universités et 3,75 millions consacrés à régler la disparité entre les institutions. Prenant en compte l'augmentation annuelle basée sur l'accroissement du nombre d'étudiant(e)s et l'indexation des salaires, la hausse dans le financement pour l'année 1987-8 est la suivante:

l'Université Bishop: 8,042,000 1986-7 — 8,765,000 (1987-8); augmentation: 8,9%

l'Université Concordia: 93,000,000 — 105,000,000; augmentation: 11,9%

les Hautes études commerciales: 19,000,000 — 21,500,000; augmentation: 12,5%

l'Université Laval: 188,000,000 — 210,000,000; augmentation: 11,6%

l'Université McGill: 131,000,000 — 149,000,000; augmentation: 13,5%

l'Université de Montréal: 195,000,000 — 215,000,000; augmentation: 10,1%

l'Ecole Polytechnique: 35,000,000 — 40,000,000; augmentation: 13,9%

le réseau de l'Université du Québec: 285,000,000 — 307,000,000; augmentation: 8,3%

l'Université Sherbrooke: 72,000,000 — 82,251,000; augmentation: 14,4%

La première partie du nouvel argent aiderait les universités à partager les coûts indirects de recherche (7,0 millions), à améliorer leurs bibliothèques (5,0 millions) à réduire leurs déficits accumulés (8,0 millions) et à récupérer les coûts de la recherche scientifique (5,0 millions). Quinze millions seront injectés dans le financement de base. La subvention pour les bibliothèques sera consentie pour une période de quatre ans tandis que le reste des 25,000,000 sera distribué seulement pour 87-88 et 88-89 en attendant qu'une nouvelle formule de financement soit créée.

Les porte-parole d'institutions interrogées ont chacun un point de vue différent sur la nouvelle subvention. Hal Propp, vice-recteur associé des Relations institutionnelles et des Finances à Concordia, pense que la méthodologie utilisée pour diviser les 3,75 millions est mauvaise. "On a créé douze scénarios pour voir quelles universités étaient les plus sous-financées," explique-t-il, mais les facteurs qu'on a employés ne sont pas toujours justifiés. Prenons le cas de taille, (le nombre d'étudiant(e)s), par exemple. On a pris pour hypothèse qu'une plus grande université aurait des plus petits coûts d'opération par étudiant(e) mais on n'a pas réellement trouvé de corrélation entre ces deux facteurs. Malgré ça, on a utilisé la taille comme un des facteurs majeurs dans l'analyse." Après avoir trouvé un chiffre pour les coûts d'administration et de soutien pour toutes les universités, on a constaté que Concordia avait les plus bas coûts dans ce domaine. Cette belle performance pénalise maintenant Concordia, parce que la courbe du "coût par étudiant versus la taille" est également appliquée aux coûts de l'enseignement, qui pourtant ne sont pas les mêmes.

En parlant avec Florence Junca-Adenot, vice-rectrice à l'administration et aux finances pour l'Université du Québec à Montréal, la question de la répartition injuste de l'enveloppe de 3,75 millions revient de nouveau. Mme Junca-Adenot dit que la division a été mal faite à cause de la pondération des étudiants des deuxième et troisième cycles, de la question de la taille des institutions et de la nouvelle division des secteurs d'activités. Cette division défavorise toutes les universités qui ont de grandes facultés de Sciences de l'administration car il y a quelques années les coûts d'opération d'un tel programme était moins élevés à cause du nombre plus élevé d'étudiant(e)s, ce qui n'est plus le cas aujourd'hui. Maintenant on divise tous les secteurs en cinq groupes au lieu de onze et les études en administration sont groupées avec d'autres secteurs qui sont moins coûteux à opérer.

Mme Junca-Adenot affirme que toutes les études qui ont été réalisées depuis 1979 par le Conseil des Universités, par le Ministère et par l'UQAM ont montré que l'UQAM était sérieusement sous-financée. Avec ce type d'évaluation introduit maintenant par le Ministère les UQ sont perçues comme étant surfinancées; c'est aussi le cas de l'UQAM à l'intérieur du réseau. Elle trouve que ce renversement n'est pas réaliste car il n'y a aucun fait nouveau qui aurait pu créer une situation pareille.

L'UQAM propose que le prochain mode de financement soit basé sur des critères plus simples et qu'entretemps des mesures de réallocation d'argent soient prises, pour donner plus de fonds aux universités historiquement vues comme étant sous-financées parce qu'il s'agit d'une mesure d'urgence et non d'une solution définitive.

Paul Davenport, vice-recteur à la planification et aux services informatiques à l'Université McGill, dit que McGill a aussi des commentaires quant au financement récemment annoncé. Il dit que les quinze millions récurrents auraient du être distribués au prorate du sous-financement relatif mesuré lors de l'étude des bases de financement de juin '87. Même si McGill a reçu presque le quart des quarante millions, le moyen des douze scénarios utilisés démontre que le sous-financement rélatif de cette institution est de l'ordre de 21,000,000, c'est-à-dire, plus que la moitié du sous-financement concentré dans une seule université. McGill ayant un des plus grands déficits pour une université québécoise (31,8 millions), Davenport dit que même si des sommes supplémentaires doivent être disponibles à court terme, il considère qu'une nouvelle formule de financement est prioritaire.

Le système universitaire québécois étant sous-financé par rapport aux CEGEPS et secondaires, il est juste qu'on commence à régler la situation et à corriger ce déséquilibre. Néanmoins, une des grandes faiblesses de la méthode du financement universitaire utilisée au Québec depuis plusieurs années est le fait que la répartition est basée sur ce qu'on a reçu l'année antérieure. Une nouvelle formule de financement doit aider à briser ce cycle et, tout en tenant compte de la promotion d'excellence dans les universités québécoises, doit donner la priorité aux quatre universités historiquement les plus dépourvues: l'UQAM, l'Université McGill, l'Université Concordia et les Hautes études commerciales.

McGill a un des plus grands déficits pour une université québécoise (31,8 millions).

UM

THE UNIVERSITY OF MANITOBA
Department of Community Health Sciences
EPIDEMIOLOGIST

The Department of Community Health Sciences, University of Manitoba invites applications for a contingent, full-time position as Epidemiologist (Clinical) at the Assistant or Associate Professor rank.

The position includes teaching responsibilities at the undergraduate and postgraduate levels. The ability to engage in independent research is essential. Research experience in a clinical setting is preferred. The position includes the development of an epidemiological consulting service to the Faculty.

Candidates must hold a Ph.D. or an M.D., M.Sc. (Epid.), or equivalent. Among physician candidates, a F.R.C.P.(C) in Community Medicine is preferred but not essential.

Salary and rank will be commensurate with experience and qualifications.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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UM THE UNIVERSITY OF MANITOBA,

School of Social Work invites applications for a full-time faculty position (Contingent appointment) for the B.S.W. program at the Winnipeg Education Centre. This is an affirmative action program funded by the Province of Manitoba with an off-campus teaching centre in Winnipeg's Inner city. Duties would include classroom teaching, field work supervision and counseling. The desired qualifications are: 1 M.S.W. or equivalent. 2. Teaching experience with adult learners. 3. Knowledge of Native cultures and experience working with Native peoples 4 Academic and/or social work experience in clinical practice is desirable. 5. Understanding of cross-cultural issues affecting new Canadian immigrants or refugees, and the social problems of the inner city. Appointment for July 1, 1988. Rank and salary are dependent upon qualifications. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Reply in writing to: DR. LEN SPEARMAN, CHAIR, RECRUITMENT AND HIRING COMMITTEE, SCHOOL OF SOCIAL WORK, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. Application deadline is February 29, 1988.

caut acpu

Responsabilité légale des professeurs face aux classes trop nombreuses

L'UAPUO (OCUFA) a demandé à l'ACPU de sensibiliser toutes les associations membres au problème de la responsabilité probable des professeurs en cas d'incendie ou autre accident dans une classe ou un laboratoire où le nombre d'étudiants est trop élevé.

1. L'ACPU n'accepte ou n'admet aucune responsabilité légale dans une telle situation. Toutefois, des particuliers pourraient très bien poursuivre tout le monde, y compris le professeur, si un incendie ou un accident survenu dans une classe trop nombreuse causait des dommages personnels et ce, même si d'autres personnes, en l'occurence l'administration, sont les principales cibles. En conséquence, les professeurs et les associations de professeurs pourraient envisager des mesures qui empêcheraient de telles poursuites.

2. Les associations de professeurs devraient s'assurer que l'administration affiche dans chaque classe un avis précisant le nombre maximum de personnes que peut contenir la pièce. Vous trouvez peut-être que les règlements actuels ne sont pas clairs. L'administration devrait toutefois être en mesure de les simplifier et afficher un nombre maximum dans chaque pièce.

3. Les associations de professeurs pourraient passer en revue le code du bâtiment, les règlements sur les incendies et les lois sur la santé et la sécurité au travail pour s'enquérir des lois qui s'appliquent dans leur province respective et pour savoir, en particulier, si les employés ont le droit de refuser de travailler dans des conditions dangereuses et si une classe est légalement protégée.

4. Les associations de professeurs devraient ensuite conseiller à leurs membres que, s'ils enseignent à une classe comptant plus d'étudiants que le nombre maximum affiché dans la pièce ou que si le nombre maximum n'est pas affiché mais qu'il y a de toute évidence plus d'étudiants que de chaises et que les étudiants sont obligés de s'assoir dans les allées, ils devraient informer l'administration et l'association par écrit et demander un local qui accommodera tous les étudiants suivant le cours. Cette mesure est particulièrement importante si le nombre demeure élevé après le premier ou le deuxième cours du semestre. Il faut envoyer des copies de cette correspondance aux doyens et aux directeurs des départements en cause.

5. Si l'administration refuse de régler un problème permanent de ce genre, l'association des professeurs devrait songer à porter plainte elle-même et, en dernier recours, convoquer les inspecteurs des bâtiments et des incendies. Elle devrait en outre envisager de conseiller à ses membres de refuser d'enseigner ou de diriger un laboratoire sous de telles conditions. Il serait prudent de prendre cette mesure seulement après avoir révisé les lois et après s'être renseigné auprès d'avocats.

Indexation, use of surpluses unresolved areas of pension reform

by Richard Bellaire
CAUT staff

The issues of indexation of pension benefits and the use of surpluses in pension plans remain two of the major unresolved areas of pension reform. Indexation of benefits has become one of the major items in a number of current collective bargaining situations. The question of indexation was at the heart of the strike at Chrysler and it was central to the labour stoppage at Air Canada.

The indexation worked out by CAW (Canadian Auto Workers) and the auto companies calls for approximately 90 percent of the increase in CPI to be covered by indexation within limits. The limit is based on the maximum pension to be received by new retiring members; that is, already retired members cannot do better than people retiring over the next six years. This settlement has a fixed term lasting for six years. It guarantees inflation protection through 1993. What happens after the six years will be the result of future negotiations. The system of indexation finally agreed to at Chrysler was quickly adopted by the other two major auto companies in their negotiations with CAW. The Air Canada agreement seems to call for indexation of 50 percent of CPI up to a limit of 8 percent (the full details are not available for this article).

Coupled to the question of indexation is the use of surpluses that have accumulated in pension plans. This question has become more complex after the recent price fall in the equity markets since some of the "surplus" seen in recent evaluations of pension plans may disappear in post-crash evaluations. Though the market's fall will impact on the evaluation of assets, given the way pension plan assets are valued the full effect of the drop will not be reflected immediately.

However, the two issues, indexation and use of surplus, should not be seen as absolutely linked. The question of indexation is separate from the question of surplus. Whether a pension plan has a surplus or not is the result of an actuarial evaluation relating the value of assets to the cost of accrued benefits. The level of accrued benefits is determined by the nature of the pension i.e. a pension that is 2 percent of final salary times years of service is more "costly" than a pension which provides 1.5 percent of final salary. And one important factor in determining the cost of pension is whether the benefits are indexed or not.

The question of indexation must be addressed in terms of the benefits for the employees. If, through negotiation or because it is felt by the employer that indexation is a good benefit for employees, indexation of benefits is introduced, the pension plan will have to be funded to take into account this increased cost. Plans which currently have a surplus may be able to use this surplus to cover this increased cost. But if a plan does not have a surplus, there is nothing to prevent the introduction of indexation provided the required funding is made to the pension plan.

The other major factor in the area of inflation protection will be the report of indexation to be submitted to the Ontario government. The Friedland Task Force in Ontario is scheduled to release its report sometime in late December or early January. The report will deal with the issue of inflation protection and the use of surplus for pension plans regulated by the Ontario government. There is some speculation that the Ontario government may back off from forcing indexation on plan sponsors because of the Stock Market problems.

Currently, university plans are a mixed bag regarding indexation. Some have no indexation, a few have full indexation to some annual limit (i.e. 6 percent or 90 percent of the CPI) and some have ad hoc arrangements. Faculty associations have also begun to negotiate the use of surpluses. Further, faculty associations are negotiating the question of whether the employer has to continue to make contributions even if the plan is in surplus. This last question has resulted in a number of court cases which seem to say that the employer does not have to contribute if not required by the plan, if the plan is in surplus. However, the question of employer contributions is dependent on the pension text, any collective agreement, and a number of other factors. There is nothing to prevent faculty associations from negotiating this item as part of their collective agreement.

Finally, the federal government is developing new regulations concerning pension plans. Since the federal government will only allow contributions to registered pension plans to be deducted from income tax, this gives it a major say in how plans function. The federal government is concerned that if too much money is put into plans that are already in surplus the government could lose significant amounts of tax revenue. What the result of this process will be — for example, the introduction of new regulations for registered pension plans — should be known soon.

CAUT will continue to monitor this most important area and to keep members informed on any new governmental regulations and/or policies and the results of collective bargaining.

Wilson spares universities from more sales taxes

by Richard Bellaire
CAUT staff

Minister of Finance Michael Wilson, has indicated that universities and other public institutions will not pay any more sales taxes under the proposed tax reform. After a meeting with the provincial ministers of finance in December, Mr. Wilson stated that food, prescription drugs and medical devices, as well as public institutions, will be excluded from the new system.

Just what this means for the universities will have to be ironed out in the process of developing the sales tax scheme. The bottom line seems to be that universities as a whole will not pay any more taxes than they currently pay. This is important since increased taxes means less money for expenditures on libraries, research facilities, salaries, and so on.

The details are not yet clear because the new sales tax system has not yet been finalized. The federal government would still like to bring the provinces into the scheme by combining in some way the provincial retail sales tax and the federal sales tax.

CAUT, and groups such as the School Trustees Association, AUCC and others, had lobbied the federal government to ensure that universities and school boards were not "hurt" by the new tax system. Mr. Wilson seems to have listened to our arguments. CAUT will continue to monitor the situation as the direction of the new tax system and its impact on universities becomes clearer.

LANSDOWNE CHAIR
Humanities Division
Faculty of Arts and Science
University of Victoria
Victoria, British Columbia, Canada

The Humanities Division of the Faculty of Arts and Science invites applications for a Lansdowne Chair, the appointment to begin as of July 1, 1988 or July 1, 1989. Applicants should have distinguished records in publishing and teaching; scholarly and teaching interests that could contribute to more than one department; and the capacity to provide academic leadership in interdisciplinary studies. Salary is negotiable. Rank is at the level of senior Associate Professor or Professor.

The Humanities Division includes the Departments of Classics, English, French, Germanic Studies, Hispanic and Italian Studies, History, Linguistics, Pacific and Asian Studies, Philosophy and Slavonic Studies. It has a new program in Medieval Studies and administers the University's program in Women's Studies. Applications that affect one or more of the following Departments are particularly encouraged: Classics, English, History and Philosophy.

The University of Victoria has approximately 9,000 undergraduate students, 1,000 graduate students and 500 faculty, of whom 114 are in the Humanities. In addition to the Faculty of Arts and Science, the University has Faculties of Education, Law, Engineering, Fine Arts, Human and Social Development and Graduate Studies.

Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Women are particularly encouraged to apply.

Applications, including a **curriculum vitae** and the names of three referees, will be accepted until **February 12, 1988** and should be addressed to **Dr. Edward Berry, Dean of Humanities, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Telephone: (604) 721-7065. Telex: 049-7222.**

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UVic UNIVERSITY OF VICTORIA

McGill University

The Department of English, McGill University, seeks applications for a tenure track position (Assistant or Associate Professor) to be filled September 1988. Ph.D. or MFA, scholarly publications and recognized accomplishments in film and/or video production, to teach theory, analysis of cinema and TV, and help design courses in Super-8, video and sound production for undergraduate program that is theoretical and analytical in orientation. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Letter of application, c.v., and three letters of recommendation should be sent to **Professor Leanore Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T8. Deadline: January 31, 1988**

QUEEN'S UNIVERSITY
PHYSIOLOGY

Applications or nominations are invited for the position of **Professor and Head of the Department at Queen's University.** The qualified applicant shall hold a relevant doctorate and have a background promising leadership in research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Nominations and applications, including a curriculum vitae, should be directed to — **Dr. D.L. Wilson, Dean, Faculty of Medicine, Queen's University, Kingston, Ontario. K7L 3N6.** The appointment will become effective 1 July 88. **Closing Date 15 February, 1988.**

caut acpu

Legal liability of professors in regard to overcrowded classrooms

OCUFA has asked CAUT to raise with associations across the country the problem of whether faculty members might be liable in the situation where there was a fire or other accident in an overcrowded classroom or laboratory.

1. CAUT does not agree or admit that there would be any legal liability in such a situation. However, individuals may well sue everyone including the professor in question if there are personal damages arising from a fire or accident in an overcrowded classroom, even if others such as the administration are a primary target. Professors and faculty associations might, therefore, consider steps which would render such actions less likely to succeed.

2. Faculty associations might consider ensuring that all classrooms are posted with a notice by the administration stating the maximum number of individuals that may be accommodated in the room. You may well find that these legal maxima are expressed in rather complicated formulae, but the administration should be able to reduce these formulae to a number which could then be posted.

3. Faculty associations might review the relevant provincial legislation involving the building code, fire regulations, and the occupational health and safety acts to see what the exact legal situation in their province is, in particular whether employees have the right to refuse to work in dangerous circumstances and whether or not the classroom situation would be covered.

4. Faculty associations might then consider advising the membership that if they are faced with a situation where there are more students than the number posted for the room or where there is no posting of maxima but there are evidently more students than there are seats in the classroom and students are forced to sit in the aisles, that the professor in question should inform the administration and the faculty association in writing and request facilities which will accommodate all the students taking the course. This is particularly important if the overcrowding persists past the first or second class of the term. Such correspondence should be copied to the relevant deans and chairs of departments.

5. If the administration refuses to deal with an ongoing difficulty of this kind, the faculty association should consider making representations itself and in extremis might consider calling the building and fire inspectors. It should also consider whether or not it should advise the members to refuse to teach or conduct a laboratory under the circumstances. It would be prudent to undertake such an action only after a review of the legislation and after seeking legal advice.

World Literacy Of Canada
692 Coxwell Avenue
Toronto, Ontario M4C 3B6

Une charte internationale sur la condition des enseignants de l'enseignement supérieur

Marie-Andrée Bertrand
Vice-présidente externe

Au cours des prochains mois, la direction de l'UNESCO décidera si elle soumettra à ses membres une Recommandation[1] touchant la condition des personnels enseignants de l'enseignement supérieur, une sorte de charte ou de convention qui obligerait les pays membres de l'UNESCO à respecter des règles dans l'engagement, la promotion, la rémunération, la participation aux décisions, la liberté académique, etc. . . des enseignants des niveaux supérieurs.

L'ACPU a été saisie du document préparatoire à cette Recommandation par l'intermédiaire du SNESUP (Syndicat national de l'enseignement supérieur, France) lors de la rencontre qui réunissait à Dublin, en octobre dernier, un grand nombre d'associations ou de fédérations nationales de professeurs d'université.

Il est apparu au Comité de direction de l'ACPU qu'il était de la plus grande importance que notre Association se prononce sur cet avant-projet et fasse connaître sa réaction aux autres associations nationales (de France, de Grande-Bretagne, d'Australie, de Belgique, de Suède, de Suisse, etc. . . et même des Etats-unis: bien que ce pays se soit retiré de l'UNESCO, les collègues américains se prononceront aussi sur le projet de Recommandation).

Aussi verra-t-on apparaître à l'ordre du jour du Conseil de janvier ce projet de Recommandation.

Pour faciliter la discussion et tirer le meilleur parti possible des ressources de l'ACPU, nous avons consulté, au cours du mois de décembre, le président du Comité de la liberté universitaire de l'ACPU, et celui de la FAPUQ sur le chapitre qui les touche directement. Je résumerai ci-après leurs commentaires. De leur côté, Jon Thompson et Michel Campbell se proposent de soumettre cette section du rapport à leur comité en prévision de notre discussion au Conseil.

De façon plus générale et en vue d'accélérer les débats au Conseil, voici un bref aperçu de la structure générale du document, quelques points sur lesquels nous pourrions nous attarder et un commentaire d'ensemble.

Première partie: Le document comporte deux parties. La première expose l'histoire des préoccupations de l'UNESCO en matière de statut des enseignants (de tous les niveaux) et des chercheurs. Ces catégories de personnels ont fait l'objet de déclarations antérieures (1966 et 1974). On relève aussi les travaux d'organismes non gouvernementaux sur divers aspects du statut des enseignants universitaires, des chercheurs, sur l'évolution de leur condition. Enfin, on fait état des travaux préparatoires à la Recommandation: enquêtes entreprises par la FISE[2] et la CMOPE[3] sur l'opportunité d'une pareille déclaration et le sens qu'il convient de lui donner. On constate que le Canada a été consulté lors de ces travaux préparatoires, en 1986 et en 1987.

Les enquêtes ont rejoint "les diverses régions géographiques du monde" ainsi que "les divers systèmes culturels, socio-économiques et politiques" à l'exception de l'URSS et de la Chine. Les analyses convergent: *détérioration de la condition des personnels enseignants de l'Enseignement supérieur; nouveaux besoins des sociétés engendrant pour les universités la nécessité de mieux lier leur action à celles des milieux, urgence d'une, meilleure définition du contenu de la portée de la liberté académique, affirmation du droit des universitaires à participer aux décisions des établissements dans toutes les matières de leur compétence, etc. . .*

Conclusion de cette première partie: La Recommandation, disent tous les pays consultés, est opportune. Elle devra cependant respecter "les identités culturelles y compris dans leur dimension académique". La création d'un "modèle international type" n'est pas souhaitée.

Deuxième partie: La deuxième partie du document s'intitule: *Eléments de contenu pour une recommandation sur la condition des personnels enseignants de l'enseignement supérieur.*

Au chapitre des *principes directeurs*, les auteurs du rapport font d'abord l'analyse de l'évolution qui a marqué le domaine de l'enseignement supérieur dans le monde. En général, l'ACPU partagera un grand nombre des points qui jalonnent cette analyse (place grandissante des connaissances dans nos sociétés contemporaines, diffusion extrêmement rapide des savoirs, nécessité pour les jeunes en particulier d'avoir accès à ces progrès, exigence de formation générale de haut niveau, pour les enseignants universitaires etc. . .) et sur les conséquences qui en découlent. Cependant, en page 15, au paragraphe 5 b) les auteurs proposent de recourir "de plus en plus à des politiques *volontaristes* traduites en terme de programmation" afin de tenir compte des besoins présents et prévisibles de la société. Il y aurait sans doute lieu de recommander - dans la ligne des documents et déclarations de l'ACPU, - qu'il soit précisé qu'il s'agit ici de concertation inter-gouvernementale et inter-établissements et non de décisions "from the top down, la voie hiérarchique et centralisatrice s'étant révélée, dans le domaine de l'enseignement supérieur et de la recherche, particulièrement perverse. Nos collègues du SNESUP seraient sûrement sensibles à ce rappel, eux qui ont vécu et vivent encore, en France, dans un système universitaire d'Etat.

Le document est particulièrement intéressant au chapitre des caractéristiques de la formation dans l'Enseignement supérieur (p.20,. section 42) où les auteurs insistent sur la nécessité, pour les futurs professeurs, d'une formation générale, humaniste et civique, sur l'importance d'une formation éthique et d'une préparation aux grands problèmes de la vie: "les échanges internationaux," "les problèmes du respect des droits, ceux de la paix".

Le chapitre sur les *principes directeurs* est suivi par celui qui est intitulé: *dispositif*. On notera avec intérêt comment les auteurs décrivent les mécanismes grâce auxquels les futurs enseignants de l'Enseignement supérieur doivent être soutenus *durant leur période de formation* et combien il est important que leur profession soit valorisée (page 28, par. 1 a) et b)). On rejoint ici les propos de Bowen et Schuster[4] (1986, pages 274-278) lorsqu'ils énoncent à partir de quelles mesures rationnelles les Etats-Unis pourront s'assurer une relève de qualité dans l'enseignement universitaire. Cependant, dans la section traitant de la préparation à la profession, on pourrait s'étonner de l'insistance sur la nécessaire *formation pédagogique théorique et pratique* des futurs enseignants universitaires. Partageons-nous cette préoccupation? Si oui, comment voulons-nous l'insérer dans nos critères de recrutement du personnel enseignant à l'université? - Autre source d'étonnement, dans la même section (p. 28) le sous paragraphe c) qui se lit comme suit:

> c) Sans modifier les conditions générales d'accès à cette formation, on devrait pouvoir y admettre des personnes qui ne remplissent pas toutes les conditions requises mais qui possèdent une expérience de la recherche, *de l'enseignement à d'autres niveaux*, ou une expérience professionnelle, technique, culturelle importante. (op.cit. p.28) (notre souligné)

De quelles expériences d'enseignement "à d'autres niveaux" est-il ici question? On peut comprendre que des pays où l'enseignement national est un système intégré du primaire à l'université puissent estimer que le *concours d'agrégation* prépare d'une certaine façon à l'enseignement à tous les niveaux, encore que cela se discute. Mais imagine-t-on que l'expérience pédagogique au secondaire, par exemple, serve de réelle préparation à l'enseignement aux premiers cycles et surtout aux cycles supérieurs universitaires, tant aux plans pédagogiques que du contenu?

On note avec intérêt, dans les sections portant sur *La formation continue* (p. 29) et sur *Le recrutement, emploi et la carrière*, 30-34) le soin avec lequel les auteurs traitent du déroulement de la carrière, des pauses nécessaires, des ressourcements utiles, du gouvernement "communautaire" de l'université, qui garantit le progrès des programmes d'enseignement et de recherche, etc. . .

Dans cette dernière section, cependant, le sous-paragraphe c) qui traite fort opportunément des limites qu'il faut poser à l'engagement de chargés de cours et autres enseignants à contrat limité paraît assez ambigu dans sa deuxième partie:

> c) Le recours systématique et permanent à des personnels sans statut ou en situation d'emploi à durée limitée pour l'exercice de fonctions permanentes dans l'Enseignement supérieur, ne répond pas aux nécessités de la profession et devrait être évité par les états et les autorités académiques. Tous les membres de l'enseignement supérieur ont en outre, droit à la protection des états et des autorités académiques qui les emploient contre les actes et campagnes arbitraires affectant leur statut moral, leur situation professionnelle, leur carrière et leur indépendance intellectuelle. (op. cit. p.30)

Si les auteurs du projet entendent ici rappeler un droit général des enseignants universitaires, temporaires ou permanents, il conviendrait de situer ce commentaire dans un paragraphe distinct. Si l'on veut insister sur les droits (souvent mal reconnus) des contractuels et des chargés de cours, il conviendrait d'être plus précis.

Toujours dans la section *Recrutement, emploi et carrière*, en page 31, les auteurs discutent des différents "*corps et grades*" (sans doute ce que nous désignons par *rangs et statuts*). Ils estiment qu'à ces corps et grades doivent être attachées des fonctions distinctes. Est-ce bien là ce que nous enseignent la pratique et la sagesse acquises? Les adjoints se voient-ils dévolues des responsabilités distinctes des agrégés? Est-il désirable qu'il en soit ainsi?

Toutefois, il paraît tout à fait légitime de distinguer les responsabilités selon les qualifications académiques des enseignants, par exemple au chapitre de la direction de mémoires et thèses et de l'enseignement aux cycles supérieurs.

Au point 4, dans *les obligations de service* (page 32) il faudrait inclure dans les facteurs d'équilibre de la tâche, *la direction de recherche et la direction des mémoires et thèses*.

Au point 5, les considérations sur l'importance d'une "juste rémunération " nous paraissent tout à fait appropriées: "cette rémunération . . . n'est séparable ni de la situation qui leur est reconnue dans la société ni du degré de considération qui s'attache à la fonction" (p.33).

On notera que les auteurs ont choisi de traiter dans cette section et à propos des mesures disciplinaires de la

Voir CHARTE/16

UNIVERSITÉ DE MONCTON

L'Université sollicite des candidatures aux postes suivants:

PROFESSEURS EN: INFORMATIQUE
MATHÉMATIQUE
PHYSIQUE

Ces postes sont offerts également aux femmes et aux hommes

Lors de son engagement, le professeur à temps plein se voit attribuer un des rangs professoraux définis dans la convention collective selon sa formation et son expérience. Le traitement annuel est établi aussi selon la formation et l'expérience.

INFORMATIQUE (poste régulier)
Situation: Le Département de mathématique, physique et informatique offre un programme spécialisé en informatique, le baccalauréat en informatique appliquée (B.I.A.).
Fonctions: Enseignement au niveau du 1er cycle et recherche en informatique.
Formation: Ph.D. ou l'équivalent en informatique. Les candidatures des personnes présentement en instance de thèse de Ph.D. ainsi que celles détenant une maîtrise pourront également être considérées.
Entrée en fonction: Le 1er juillet 1988. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. **Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise au plus tard le 30 mars 1988.**

MATHÉMATIQUE (poste temporaire d'un an)
Situation: Le Département de mathématique, physique et informatique offre un programme de majeure en mathématique
Fonctions: Enseignement au niveau du 1er cycle et recherche en mathématique
Formation: Ph.D. ou l'équivalent en mathématique. Les candidatures des personnes détenant une maîtrise dans le domaine pourront également être considérées. La maîtrise de la langue française tant orale qu'écrite est également essentielle.
Entrée en fonction: Le 1er juillet 1988. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise **au plus tard le 30 mars 1988.**

PHYSIQUE (Poste temporaire de 1 ou 2 ans)
Situation: Le Département de mathématique, physique et informatique offre un programme de spécialisation et une maîtrise en physique.
Fonctions: Enseignement au niveau du 1er cycle et recherche en physique.
Formation: Ph.D. ou l'équivalent en physique.
Entrée en fonction: Le 1er juillet 1988. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise **au plus tard le 30 mars 1988.**

Communiquer avec: Monsieur Fernand Girouerd, directeur
Département de mathématique, physique et informatique
Faculté des sciences et de génie
Centre universitaire de Moncton
Moncton (Nouveau-Brunswick) E1A 3E9
Téléphone: (506) 858-4339

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents seulement

Briefly...briefly...

Grants to Ontario universities will increase next year, but not enough

TORONTO — Operating grants to Ontario's universities will increase next year, but not enough to cope with the expected bulge in enrollments say educators in the province. Ontario College and Universities Minister Lyn McLeod announced in November that the universities will receive a 6.7 per cent operating increase in 1988-89. But the Council of Ontario Universities (COU), and OCUFA, say the real gain is only 4.5 per cent. Offsetting the increased funding are inflation, the cost of career progress, and enrollment growth. William Sayers, Director of Communications for COU, says the increase will not be enough for universities to maintain even their existing levels of service next year if they are faced with what he predicts could be a 10 to 25 per cent increase in applications. The increase is expected since — for the first time — students in both grade 12 and 13 will graduate from Ontario universities at the same time.

Last spring, the provincial government assured Ontario's 15 universities that if they meet the increase in university applications, they would get enough extra money to handle the bulge. The universities said that to do that, they would need a minimum increase of 5.4 per cent in operating grants.

The $97.5 million in new funding includes a $63.9 million increase in base funding, $27 million extra to cover the cost of 1987-88 enrolment increases, $2.7 million in additional funding for French language and bilingual programs, and a $3.9 million increase for the faculty renewal program.

Disease control lab to be built in Winnipeg

WINNIPEG — The federal government has announced plans to build a major research facility in Winnipeg to be called the Laboratory Centre for Disease Control. When completed the new laboratory will provide state-of-the-art facilities for new projects requiring high containment to ensure adequate protection for the scientists and the surrounding community. The lab will facilitate work in identifying viruses and bacteria which cause human disease, and in developing methods for their identification. The new centre will create at least 85 scientific and professional-level jobs in addition to administrative and support staff. It is being described as a facility similar to the Centre for Disease Control in Atlanta, Georgia, and will be undertaking studies in virology, bacteriology, and disease epidemiology as they relate to public health. Members of the university medical research community in Winnipeg are very enthusiastic about the new facility. They say it will give a major boost to scientific activity in the province and allow researchers and the medical community to interact with world class researchers using advanced technology.

UBC, UCal sign exchange

VANCOUVER — UBC has become the first Canadian university to participate in a student exchange program with the University of California. The five-year exchange program allows UBC students to attend any of the University of California's nine campuses for up to one academic year. Students remain enrolled at UBC, pay UBC fees and can transfer credits earned in California to their UBC degree. The University of California has also agreed in principle to allow UBC students to participate in exchange programs the U.S. university already has with institutions in Russia, Australia, Japan, France, Germany, China and the U.K. Between five and 15 undergraduate and graduate students from each institution will be accepted for the program each year, depending on the availability of desired programs and other qualifications.

Federal gov't cuts student summer job funding

OTTAWA — Despite protests from student and community groups, federal funding for summer employment will probably decrease next summer. Youth Minister Jean Charest said that as long as the unemployment rate for youth keeps declining, the level of federal funding will do the same. Since 1984, the unemployment rate for returning students has fallen two per cent. In the same period, summer job funding has decreased 12 per cent, from $201 million in 1984 (increasing to $205 million in 1985) to $180 million in 1986. The budgeted figure of $180 million for 1988 represents a four per cent decrease.

"Youth unemployment has gone down," Mr. Charest said, "so it would be logical that the level of funding not remain the same." Mr. Charest said the government's overall policy is to strengthen the economy and thereby improve employment conditions. The Canadian Federation of Students, on the other hand, has proposed that the government establish a base budget for the summer Challenge programmes of $205 million, the 1985 level, and index the budget to the rate of inflation.

Guelph introduces co-op education and training program in molecular biology and biotechnology

GUELPH — A $500,000 co-operative education and training program in molecular biology and biotechnology — the first of its kind in Canada sponsored by the Natural Sciences and Engineering Research Council (NSERC) — has been introduced at the University of Guelph to create a supply of Canadian scientists who can lead the country in these growing fields. The three-year University/industry co-operative graduate and post-doctoral program in molecular biology and biotechnology involves six graduate students and four post-doctoral fellows. Participants will spend two years doing basic research at the University, then another year applying their skills in industry laboratories. NSERC is providing 75 per cent of the program funding. The remainder is being contributed by participating industries. Students are involved in studies such as vaccine production as a means of guarding against viral infection and a cancer-related investigation of factors important in the control of cell growth. Dean of Research Larry Milligan says the co-op program is an important initiative. "The graduates from the program will gain the experience that allows them to feel comfortable in both university and industry research settings."

Bright students will get cash under B.C. 'passport' plan

B.C. — Secondary school students in British Columbia will be given money for high marks under a program unveiled by Premier Bill Vander Zalm. Each student will be issued a "passport." A student getting good marks, perhaps in the top 30 per cent of his class, will receive a stamp in the passport. "At the end of high school, they can turn that passport into money that will be used for them in the college or university system," Mr. Vander Zalm said. No dollar figures were given.

Waterloo's vision for the future recognizes financial reality

WATERLOO — The University of Waterloo document "Planning for the Fourth Decade", billed by new Acting Vice-President Robin Banks as a "vision statement", clearly recognizes the hard financial reality of today's universities. While presenting a general overview for Waterloo's next ten years, the report gets down to specifics when it talks money. The document says that: "Academic units unable to obtain the resources to meet the acceptable levels of support for their academic work in any other way, may have to plan to decrease their numbers of faculty positions by converting faculty vacancies to other resources on a permanent basis. These academic units would then face the challenge of developing curricula which require only the faculty resources which they could support properly." The report notes that if money is going to be in short supply from the usual sources, the university's fund-raisers will have to concentrate on "maintaining the quality of the University's core programs of teaching and research". That principle is being kept firmly in mind as senior officials start to plan the university's next fund-raising campaign, says Waterloo's President, Dr. Douglas Wright.

CHARTE 15

procédure de griefs. Certains voudraient voir ce sujet traité dans le chapitre sur la liberté universitaire.

Il nous semble que les membres de l'ACPU seront généralement d'accord avec les sections suivantes sur *la mobilité, les relations et rapprochements avec les milieux extérieurs* à *l'université* et sur *l'hygiène, la santé et la sécurité sociale* (pages 35, 36 et 37).

Les auteurs abordent ensuite la liberté universitaire sous le titre: *Les droits et devoirs constitutifs de la liberté académique*. (pages 39, 40 et 41). En général, le président du Comité de la liberté universitaire de l'ACPU et celui de la FAPUQ sont en accord avec le texte soumis. Ils souhaiteraient cependant quelques ajouts et précisions:

1.- à la fin du premier paragraphe, ajouter: (au "savoir et à la rigueur intellectuelle") "et à *l'éthique professionnelle*".
2.- au deuxième paragraphe, mentionner que les groupes d'intérêt qui peuvent s'opposer à la libre expression et à la publication des résultats de recherche sont non seulement "de l'extérieur" de l'université mais parfois à *l'intérieur* de l'institution.
3.- au paragraphe 4, veiller à ce que l'opinion majoritaire ne se transforme pas en règle tyrannique. Faire disparaître les mots "la plus largement partagée" qui qualifient *l'éthique académique*.
4.- mentionner explicitement, dans l'un ou l'autre des paragraphes, que le droit à la critique s'étend aux faits et gestes et opinions des administrateurs universitaires.
5.- le dernier paragraphe de la page 39 devrait se lire:

. . . "les établissements d'Enseignement supérieur ne peuvent exercer de contrainte envers les membres du personnel enseignant assumant une position de responsabilité dans n'importe quel domaine *dès lors que leurs opinions, actions*, etc. . . ne sont pas contraires à la liberté et à l'éthique universitaires."

La formulation proposée dans le document est ambigüe et fait encore référence au jugement de la majorité comme à une règle inviolable, ne laissant ainsi pas de place à la dissidence.

En page 40, au point c) par. 2, parler de liberté d'entreprendre toute recherche plutôt que de liberté expérimentale; au paragraphe suivant, ajouter aux "responsabilités humaines et sociales" *le respect de la vie et de la santé*.

En page 41, au paragraphe f) faire disparaître le passage expliquant à quelles conditions les autorités universitaires peuvent limiter le droit de publication.

Ajouter, dans ce passage, sur "les programmes des cours institutionnalisés" que ces programmes doivent être définis par des comités composés majoritairement de professeurs.

Le chapitre sur *Les libertés d'association professionnelle et syndicale* (pages 41 et 42) ne pose pas de problème.

Résumé et conclusion

En somme et dans l'ensemble, la Recommandation que l'UNESCO soumettra probablement à ses membres dans les mois qui viennent est fondamentalement conforme aux règles qu'a développées l'ACPU, depuis 40 ans, en vue de protéger ses membres, d'assurer le progrès de la profession et le développement de la vie universitaire. Il faut se réjouir qu'un organisme international propose à ses pays membres d'adopter de telles règles et qu'un pareil consensus se soit dégagé des enquêtes sur l'opportunité de préparer une pareille Recommandation. Il faut constater que les professeurs d'université au Canada ont, dans l'ensemble, joui depuis plusieurs années de conditions au moins égales à celles que décrit la Recommandation - conditions de liberté d'expression, de garanties du droit d'association, de développement professionnel, de mobilité, intra et extra universitaire, nationale et internationale, ce qui n'est pas le cas de tous leurs collègues des pays représentés à l'UNESCO. Nous croyons que les trois paragraphes sur lesquels se termine le document, et particulièrement le tout dernier, traduisent éloquemment ces réalités:

D-Clauses finales

a) Les autorités devraient reconnaître que l'amélioration de la situation sociale et économique des enseignants de l'Enseignement supérieur, de leurs conditions de vie et de travail, de leurs conditions d'emploi et de leurs perspectives de carrière, constitue le meilleur moyen de remédier à toute pénurie d'enseignants compétents et expérimentés ainsi que d'attirer à la profession académique et d'y retenir, en grand nombre, des personnes pleinement qualifiées.

b) La présente Recommandation, conforme aux principes du droit du travail et à la définition généralement acceptée de la liberté académique, contribuera, si elle est pleinement appliquée, à l'essor de l'Enseignement supérieur.

c) *Lorsque les personnels jouissent dans certains domaines, d'une condition plus favorable que celle qui résulte des dispositions de la présente Recommandation, les dispositions de la présente Recommandation ne devraient, en aucun cas, être invoquées pour revenir sur les avantages déjà accordés.* (op.cit.,p.43) (notre souligné)

Nous nous proposons donc de recommander au Conseil d'endosser la Recommandation avec les modifications suggérées, de féliciter l'organisation de son initiative et de remercier chaleureusement les collègues français du SNESUP qui nous ont permis de prendre connaissance du document avant que les représentants politiques en disposent.

Références

[1]Le document s'intitule: Réflexions et propositions pour une recommandation internationale sur la condition des personnels enseignants de l'enseignement supérieur. UNESCO.

[2]FISE: Fédération internationale syndicale de l'enseignement.

[3]CMOPE: Confédération mondiale des organisations de la profession enseignante.

[4]H.R. Bowen et J.H. Schuster, American Professors: A National Resource Imperiled. New York. Oxford University Press. 1986.

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Ontario Court of Appeal decision in mandatory retirement case

by Victor W. Sim
CAUT Associate
Executive Secretary

On December 10 four members of a five judge panel of the Ontario Court of Appeal issued a 110 page judgement denying the appeal brought by eight faculty members and one librarian at four Ontario universities (Toronto, York, Laurentian and Guelph) from the 1985 decision of Mr. Justice Gray of the Ontario Supreme Court upholding the mandatory retirement policies of the universities. The appellants argued that the Canadian Charter of Rights and Freedoms applies to the universities and that s.15(1) of the Charter prohibits the discrimination on grounds of age which is inherent in mandatory retirement regulations. The appellants also argued that s.9(a) of the Ontario Human Rights Code, which provides protection against age discrimination in employment matters only to persons between the ages of 18 and 65, is inconsistent with the requirement of s.15(1) of the Charter and should be declared unconstitutional.

Chief Justice William Howland was joined by his colleagues Houlden, Thorson and Finlayson in finding that the Charter does not apply to the universities. They went on to consider s.9(a) of the Ontario Human Rights Code and concluded that it *is* in breach of s.15 of the Charter but that the breach is warranted under s.1 as ". . . a reasonable limit justified in a free and democratic society." The judgement of the majority notes that "The existing policies which provide for retirement at sixty-five for faculty and librarians are not, in our opinion, unconstitutional". They make clear that the judgement applies only to faculty members and librarians in the Ontario universities. Costs were awarded to the universities as respondents in the action, but there was an agreement between counsel not to seek costs, which will be honoured.

Mr. Justice Blair dissented from the opinion of the majority. While agreeing that the Charter does not apply to the universities and that s.9(a) of the Code is inconsistent with the Charter, he took the view that s.9(a) of the Code is not justified under s.1 of the Charter.

This decision completes the second stage of the effort to determine the legality of mandatory retirement in the universities which has been funded by CAUT, with the assistance of OCUFA. The Executive will consult with the law firm of Sack, Charney, Goldblatt and Mitchell, which has acted for CAUT and OCUFA to this stage. The course of action to be taken will depend on the advice received from Sack, Charney. It is likely, however, that the Executive will recommend that Council authorize an application for leave to appeal the Court of Appeal decision to the Supreme Court of Canada. It is estimated that the cost will be approximately $50,000. Total costs to date have been $309,286.22 of which OCUFA has paid $25,000.

Since the commencement of the action the York University Faculty Association and the York University administration have agreed on a policy of flexible retirement. Mandatory retirement has already been abolished by provincial statute in Alberta, Manitoba, Quebec and New Brunswick.

Summary of the judgement

Three principle issues were addressed by the court. The following is intended only as a summary of the court's reasoning. It is not an endorsement of the analysis or conclusions.

1. *Does the Charter of Rights and Freedoms apply to the universities?*

Section 32.(1) specifies that the Charter applies to the Parliament and government of Canada and to the legislature and government of the provinces "in respect of all matters within (their) authority". Section 52.(1) provides that any "law" inconsistent with the Charter is "of no force or effect".

The court rejected the argument of the appellants that the Ontario universities are subject to the Charter since they exercise statutory powers. "Because government creates a corporation does not necessarily mean that the corporation is an extension of government". The court found that the universities, though created by statute, "(have) the status of a private person, and, like any private person, (are) subject only to the appropriate federal or provincial human rights legislation.

The court went on to say:

> "... the extent to which the respondent universities receive financial support from the provincial government is irrelevant to a determination as to whether they are performing governmental functions or simply providing a public service."

The court concluded:

> "Further, we do not think it makes any difference that the Ministry of Education has made regulations with respect to admission standards or any goals or objectives in the educational process. The fact is that the universities are autonomous, they have boards of governors, or a governing council, the majority of whose members are elected or appointed independent of government. They pursue their own goals within the legislated limitations of their incorporation. With respect to the employment of professors, they are masters in their own houses."

2. *Is s.9(a) of the Ontario Human Rights Code inconsistent with s.15 of the Charter?*

Section 4(1) of the Ontario Human Rights Code provides that every person has a right to ". . . equal treatment with respect to employment without discrimination because of . . . age . . .". However, age is defined for employment purposes in s.9(a) as ". . . eighteen years or more and less than sixty-five years". Section 15(1) of the Charter provides unqualified protection against discrimination on grounds of age.

In deciding that s.9(a) of the Code is, indeed, in conflict with the Charter the court addressed the appropriate meaning which should be applied to the word "discrimination" and examined whether different standards of scrutiny should apply to the various equality rights protected under s.15(1).

The court rejected the argument of the universities that to be considered "discrimination" under the terms of the Charter the mandatory retirement policy permitted by s.9(a) would have to be shown to be both prejudicial to the complainants and also unreasonable. It noted that to adopt this definition would leave little scope for considering, under s.1 of the Charter, whether the infringement was justified or not. The court also rejected a definition of discrimination which would require only that a demonstration of distinction in the treatment of individuals or groups be shown. Instead the court chose to define discrimination as "treatment which . . . is tangibly adverse, unfavourable or prejudicial . . .".

The court rejected, also, the argument of the universities that the onus was on the appellants to prove the unreasonableness of s.9(a). As a result, the court held that the onus was on the universities to demonstrate that their mandatory retirement policies were justified under s.1 of the Charter.

The court rejected the view that age-based discrimination in employment matters is less reprehensible than discrimination based on, for example, race or religion because it is not based on feelings of hostility and because it is neutral in that everyone ages; ("... we can find nothing in the text of s.15(1) that warrants a difference in the degree of protection accorded to any of the rights guaranteed under that section").

The court concluded: "We are . . . of the opinion . . . that s.9(a) of the Code (is) inconsistent with s.15(1) of the Charter" and ruled that the appellants were not required to prove that the discrimination created by s.9(a) was "unreasonable".

3. *Is s.9(a) of the Human Rights Code a reasonable limit demonstrably justified in a free and democratic society under s.1 of the Charter?*

In order to determine whether the unconstitutional discrimination against persons over 65 years of age now permitted by s.9(a) of the Ontario Human Rights Code is a reasonable limit demonstrably justified in a free and democratic society the court used two criteria which have developed in earlier interpretations of s.1 of the Charter.

(a)Is the government interest or policy objective which prompted legislative approval of s.9(a) of sufficient importance to warrant overriding a protected constitutional right?

As a result of an examination of the legislative history of s.9(a) of the Code the court concluded that a primary objective of the Ontario legislature in approving the section was to "arrive at a legislative compromise between protecting individuals from age-based employment discrimination and giving employers and employees the freedom to agree on a date for the termination of an employment relationship." Another important government objective, the court found, was to open up the labour market to younger unemployed workers.

The court found that "Mandatory retirement provides a balance between the goals of society and those of the individual. By giving up a right to indefinite employment, the faculty member receives a guarantee of tenure, favourable salary benefits, and a pension on retirement. It also provides a dignified way of leaving employment without embarrassing assessments as to ability to perform work."

The court summarized this section of its judgement as follows:

> "The objectives of making it possible for the parties to negotiate a mandatory retirement date in keeping with the tenure system, of preserving existing pension plans, and of facilitating faculty renewal, can reasonably be held to be objectives which are not trivial but are pressing and substantial. *In the university context*, they warrant overriding a constitutionally protected right."

(b)Is the means chosen to implement the policy objective reasonable and appropriate in the circumstances?

The court agreed that the means will only be justified if (i) they are carefully designed to meet the objectives of the statutory provision and are not arbitrary or based on irrational considerations; (ii) they impair as little as possible the right in question; and (iii) there is a "proportionality" between the effect of the infringement of the right and the objective which necessitates it.

The court noted that "a vast amount of material" had been placed before it (including affidavits of administrators and experts, articles from learned journals, legislative reports, submissions to commissions, and papers on demographics, pension plans, unemployment, human cognitive ability as a function of age and personnel management policies). It concluded that the court was not required to reach a definite conclusion about the accuracy of all the information submitted. It was required only to "use its best judgement as to whether such evidence, taken in conjunction with other factual evidence, demonstrates that the challenged legislation satisfies the requirements of the three-tiered proportionality test".

With respect to the three-tiered test, the court found that there *was* a rational connection between the age discrimination permitted in s.9(a) and the objectives of s.9(a) *in the context of the universities.*

With respect to whether s.9(a) impaired the right to freedom from discrimination on the basis of age as little as possible the court found:

> "*In the university context* (emphasis added), bearing in mind the extent to which 65 years of age has been adopted as the normal age of retirement both by the universities and generally, the extent to which the financing of pension plans has been based upon it, and the impact which the elimination of mandatory retirement would have on faculty renewal, the impairment of the right to freedom from discrimination on the basis of age by s.9(a) was as little as possible. . . . As we have pointed out, legislation does not have to be tuned with great precision to withstand judicial scrutiny, and it is not our role to consider how the legislation might have been made more precise".

Considering the third portion of the proportionality test the court indicated that it was concerned not to undermine the dignity of older persons but pointed out that it is possible for universities to retain faculty members beyond age 65 by mutual agreement. On this part of the test it said:

> "Overall we consider that the effects of the measures imposed by the retirement policies of the universities are not out of proportion to the objectives of s.9(a). . . . It is not unreasonable for the legislature to proceed slowly in changing the age for mandatory retirement".

The decision that, so far as universities are concerned, s.9(a) of the Ontario Human Rights Code is a reasonable limit that is demonstrably justified in a free and democratic society followed from the above reasoning as did the conclusion that retirement at age 65 for faculty members and librarians is not unconstitutional.

Mr. Justice Blair's Dissenting Opinion

Mr. Justice Blair agreed that the Charter does not apply to the universities and that s.9(a) of the Code is incompatible with s.15 of the Charter. He took the view, however, that s.9(a) of the code is not justified under s.1 of the Charter since it applied, on its face, not only to university faculty but to all employees in the work place.

In reaching this opinion he noted the "tremendous" responsibility placed on the courts to decide "whether important social, economic and political policies embodied in statutes are consistent with the Charter". He disagreed with his colleagues that the case could be limited to the application of s.9(a) of the Code to university staff, "a small, atypical and, some might say, privileged group compared with other employees in Ontario". He suggested that the decision in the case would inevitably have an effect on the rights of other employees in the province.

Mr. Justice Blair indicated that he was prepared to concede that "there may be valid reasons, which could be justified under s.1 of the Charter, for depriving them (faculty members) of full Charter protection with respect to age . . .". He pointed out, however, that the legislature had enacted no special provisions, as part of the Code, which applied only to university faculty members and suggested that the court could not

> "... repair this deficiency in the Code and apply it as if it contained provisioas which might justify overriding a Charter protection in this case".

He suggested that the court has only one function:

> "It is to review the Code in order to determine whether it complies with the Charter. Having determined that it does not, it is not open to the court to read qualifications or exceptions into the statute . . .". "To do so would have the effect of amending the Code, which only the legislature can do."

Mr. Justice Blair went on to say that the Charter cannot

> "... be applied on a case-by-case basis with the result that the impugned legislation might comply with the Charter in some situations but not others. Section 9(a) of the Code falls clearly within the category of legislative provisions which are inconsistent with the Charter and, therefore, is incapable of being applied to the appellants as if it complied with the Charter."

Mr. Justice Blair agreed that s.9(a) meets the first two tests of the three-tiered proportionality test (discussed above) for determining whether it is compatible with the Charter. He indicated that the objective of s.9(a), so far as university faculty are concerned, "is of sufficient importance to justify overriding the appellants Charter right and the means adopted are rationally connected with that objective". He found, however, that s.9(a) did not impair "as little as possible" the right in question. He pointed out that s.9(a) "does not merely limit or restrict the appellants Charter right under s.15(1). It eliminates it . . .".

In concluding his dissent Mr. Justice Blair points out that his view that university staff are not subject to compulsory retirement at age 65 has "wider ramifications". He suggests that the Ontario legislature should consider the fact that s.9(a) does not protect those over 65 against discrimination in employment and that "there are no standards in s.9(a) or elsewhere in the Code upon which a justification of this denial could be based under s.1 of the Charter". He invites the legislature to consider amending the legislation:

caut acpu

Enoncé de principes et de clause modèle: Les brevets

Préambule

C'est au créateur que revient le droit de faire breveter une invention, à moins de dispositions différentes contenues dans un contrat. L'émission d'un brevet, dans la mesure où il met fin à l'incertitude concernant la propriété d'une invention, peut permettre une utilisation non pas plus restreinte mais plus large de celle-ci. Cependant, l'ACPU estime que les inventeurs qui ne désirent pas demander la protection d'un brevet ne devraient pas être forcés de le faire.

Toute convention collective devrait comporter une clause sur les brevets, et l'ACPU recommande donc les dispositions suivantes:

1

Les membres ne sont pas obligés de demander la protection d'un brevet pour les résultats d'un travail scientifique, ni de modifier leurs recherches afin de rendre leurs résultats plus susceptibles d'être brevetés. De plus, les membres possèdent le droit inconditionnel de faire connaître leurs inventions.

2

L'employeur renonce à tout intérêt à une invention ou à toute réclamation sur celle-ci, et désavoue et abandonne tout intérêt ou toute réclamation de ce type, si ladite invention a été réalisée par un membre sans recours aux fonds, au soutien ou au personnel technique de l'employeur.

3

Le membre doit accorder à l'employeur un droit non exclusif, ne donnant pas droit à des royalties, irrévocable, indivisible et personnel à l'utilisation, uniquement aux fins internes et pour les programmes de l'employeur, de toute invention brevetée lorsqu'une telle invention a été réalisée grâce aux fonds, au soutien ou au personnel technique de l'employeur.

4

Aux fins du présent article, le versement de salaires aux membres et la présence d'un milieu normal d'enseignement permettant aux membres de travailler ne doivent pas être interprétés comme un recours aux fonds, au soutien ou au personnel technique de l'employeur.

5

Les membres doivent dévoiler à l'employeur l'existence de toute demande de brevet moins de trois mois après la date de la demande, et doivent affirmer par écrit à ce moment si la découverte a été ou non effectuée et mise au point grâce au recours aux fonds, au soutien ou au personnel technique de l'employeur. Ce dernier peut, durant le mois suivant la réception de la déclaration du membre, contester par écrit l'affirmation du membre concernant le recours aux fonds ou au personnel de l'université. Dans un tel cas, la question sera réglée par arbitrage suivant les dispositions de la présente entente. Toute contestation par l'employeur sera considérée nulle et non avenue à moins d'avoir été reçue dans le délai fixé ci-dessus. Si le(s) membre(s) omet de dévoiler l'existence de demandes de brevets dans le délai prescrit de trois mois, il sera entendu que l'employeur maintient ses droits en vertu du présent article jusqu'au moment d'un tel dévoilement. Si l'employeur omet de contester l'affirmation du membre du personnel universitaire dans le délai prescrit d'un mois, il renoncera ainsi à tout droit qu'il pouvait revendiquer sur une quelconque découverte.

6

L'employeur accepte de ne pas conclure d'entente visant à confier en sous-traitance un travail ou des responsabilités déjà entrepris ou assumés par l'employeur et des employés dans les domaines des sciences, du génie ou de la médecine, sans garantir aux membres qui peuvent être détachés au sous-traitant ou employés par ce dernier tous les droits, privilèges et avantages auxquels ils ont droit en vertu du présent article sur les brevets, et l'employeur ne doit conclure aucune entente visant à créer un groupement d'universités, de ministères gouvernementaux ou de compagnies privées à des fins de recherche et de développement ou d'exploitation commerciale sans garantir aux membres du personnel universitaire qui peuvent être détachés au groupement d'universités, de ministères ou de compagnies privées tous les droits, privilèges et avantages qui leur sont accordés en vertu du présent article. Si l'employeur conclut avec le sous-traitant une entente contraire à la présente disposition et omet de garantir les droits, privilèges et avantages susmentionnés aux dits membres, l'entente conclue avec le sous-traitant ne pourra s'appliquer aux membres à moins d'une entente spéciale conclue par écrit entre l'employeur et l'associations des professeurs visant à annuler la présente clause de l'article.

Notes:

1. L'ACPU estime que le droit d'utilisation mentionné dans la section 3 représente dans les circonstances une compensation adéquate pour une université jouant le rôle d'employeur. L'ACPU est consciente du fait que certaines universités peuvent, dans de tels cas, désirer des droits plus étendus, et conseille aux associations locales d'être très prudentes lorsqu'elles renoncent aux droits sur les brevets ou aux revenus générés par ceux-ci et de consulter l'ACPU avant d'accepter de telles dispositions.
2. Les associations locales devraient consulter l'ACPU si l'administration d'une université désire signer des ententes avec des compagnies privées ou des organismes gouvernementaux en vue d'entreprendre des recherches qui nécessiteraient la cession des brevets du personnel universitaire aux compagnies ou organismes assurant le financement de la recherche.

Approuvé par le Conseil, septembre 1987.

Enoncé de principes et de clause modèle: Droit d'auteur

Préambule

Une politique appropriée sur le droit d'auteur est essentielle à la défense de la liberté universitaire, des droits de rédaction et des intérêts économiques des universitaires. Une politique appropriée sur le droit d'auteur doit avoir pour principe général que le droit d'auteur appartient uniquement au(x) créateur(s), mais que si l'université a commandé un travail portant sur son propre fonctionnement, ou si elle demande à son employé de diriger une publication universitaire, il est possible à l'université et à l'employé d'en arriver à un autre type d'entente. En l'absence d'une clause appropriée sur le droit d'auteur dans la convention collective, les employeurs peuvent tenter de réclamer les droits d'auteur d'universitaires, car la Loi sur le droit d'auteur stipule que l'employeur est le propriétaire des droits d'auteur produits durant l'exercice d'un travail rémunéré, à moins de dispositions contraires contenues dans un contrat.

Le droit d'auteur n'existe pas seulement pour les livres, mais également pour les films,les vidéos, les oeuvres d'art, les conférences et les programmes d'ordinateur. Le droit d'auteur englobe divers droits - pas simplement économiques, mais également moraux, qui empêchent la modification, l'édition ou le remaniement d'un travail sans la permission du détenteur du droit d'auteur sur ce dernier.

Toute convention collective devrait comporter une clause sur le droit d'auteur, et l'ACPU recommande donc les dispositions suivantes:

1

Sauf s'il est précisé autrement, l'employeur transmet à l'(aux) auteur(s) le(s) droit(s) d'auteur sur toute propriété intellectuelle produite ou créée par un membre.

2

Aucun membre ne peut réclamer un droit d'auteur sur une évaluation, un classement, un rapport ou une pièce de correspondance produit durant l'exercice de ses fonctions administratives normales au sein de l'université.

3

Lorsque l'employeur commande expressément la préparation d'un travail particulier relatif au fonctionnement ou au rôle de l'université, l'employeur peut passer avec un membre un contrat dont les termes lui accordent la propriété entière ou partielle du droit d'auteur sur tout travail. L'employeur doit fournir à l'Association une copie de tout contrat de ce type une semaine avant sa validation.

4.1

Sauf lorsque précisé en (b), l'employeur par la présente accepte et promet de transmettre à l'(aux) auteur(s), et par la présente transmet à l'(aux) auteur(s), tout droit s'appliquant aux programmes d'ordinateur.

4.2

L'employeur doit retenir un droit non exclusif, ne comportant pas le versement de royaltie, irrévocable, indivisible et personnel sur l'utilisation, uniquement aux fins internes de l'employeur, de tout programme d'ordinateur élaboré durant l'exercice des fonctions administratives normales du membre, ou sur tout programme élaboré relativement au stockage et à l'utilisation de données et de dossiers appartenant à l'université, ou sur tout programme élaboré en vue de son utilisation dans les programmes d'études de l'université menant à l'obtention d'un diplôme.

Note:

1. Les universités possédant des installations étendues destinées aux enregistrements sur film ou sur ruban magnétique ou magnétoscopique peuvent proposer des dispositions spéciales s'appliquant à l'utilisation de telles installations. L'ACPU a élaboré des dispositions traitant de cette question, que vous pouvez vous procurer sur demande au bureau de l'ACPU.

Approuvé par le Conseil, septembre 1987.

Enoncé de principes sur le rôle du personnel dans les élections

1

Les conseils et l'aide professionnelle du personnel revêtent un caractère important pour les dirigeants, ce qui leur permet de mener à bien le mandat du Conseil. Il est essentiel que les membres fassent confiance à cette aide du personnel et à la responsabilité politique des dirigeants. Il est également important que le personnel puisse travailler efficacement avec n'importe lequel des dirigeants, et avec le personnel des associations membres. Afin que le personnel puisse maintenir de bons rapports avec les dirigeants élus et le personnel des autres associations, on présume donc qu'il ne se mêlera pas aux élections de quelque façon que ce soit et, en particulier, qu'il n'offrira pas son aide ni ne s'opposera à la candidature de quiconque. Toute violation présumée doit être signalée par écrit au président du Comité des élections et des résolutions, afin qu'une enquête soit tenue et des mesures possiblement prises en vertu des dispositions disciplinaires appropriées contenues dans les conventions collectives.

2

On présume également que les candidats à un poste de dirigeant ou à un poste aux comités ne demanderont pas au personnel de participer à leur campagne électorale. Lorsque le personnel a le droit de voter en vertu des Statuts, le présent énoncé ne vise pas à exiger d'eux de s'abstenir.

Approuvé par le Conseil, septembre 1987.

Enoncé de principes sur l'égalité en matière de rémunération

L'ACPU est d'avis, en ce qui a trait aux coûts entraînés par la mise en application de la législation dûment promulguée portant sur l'égalité en matière de rémunération, que les gouvernements doivent être prêts à assumer les frais engagés tant pour la préparation que pour l'application des politiques d'égalité en matière de rémunération dans les universités. L'ACPU devrait exercer un lobby auprès des gouvernements concernés par la législation sur l'égalité en matière de rémunération, ou offrir son aide dans le lobbying exercé auprès de ceux-ci. Cette proposition n'a pas pour but de limiter la responsabilité des universités de mettre en pratique le principe de la législation sur l'égalité en matière de rémunération.

Approuvé par le Conseil, septembre 1987.

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Policy statement and model clause on patents

Preamble

The right to patent an invention rests with the creator unless modified by contract. Patenting, because it ends uncertainty about the ownership of an invention, may lead to fuller utilization of an invention rather than restrict its use. Nevertheless, it is the CAUT view that inventors who do not wish to seek patent protection should not be compelled to do so.

Every collective agreement should have a patents clause and thus CAUT recommends the following:

1

Members have no obligation to seek patent protection for the results of scientific work nor to modify research to enhance patentability. Further members have the unqualified right to publish their inventions.

2

The Employer waives, disclaims and abandons any interest in or claim to any invention made by a member without the use of the Employer's funds or its support or technical personnel.

3

The member shall grant to the Employer a non-exclusive, royalty-free, irrevocable, indivisible, and non-transferable right to the use, solely for the Employer's internal use and programmes, of any patented invention when such invention has been invented with the use of the Employer's funds or its support or its technical personnel.

4

For the purposes of this article the payment of salary to members and the provision of a normal academic environment in which to work shall not be construed as the use of the Employer's funds or its support or technical personnel.

5

Members shall disclose the existence of any patent applications to the Employer within three months of the date of the application and shall affirm in writing at that time whether or not the discovery has been made and developed with the use of university funds or support/technical personnel. The Employer may within one month of receipt of the statement of the member challenge in writing the assertion of the member in regard to the use of university funds or personnel in which case the matter shall be settled by arbitration pursuant to this agreement. Any challenge by the Employer shall be null and void unless received within the above noted time limit. If the member(s) fails to disclose the existence of patent applications within three months, it shall be understood that the Employer maintains its rights under this Article until such disclosure is made. Failure by the Employer to challenge the assertion of the member of the academic staff within one month shall constitute a waiver of any rights which the Employer may have had in such discovery.

6

The Employer agrees that it shall not enter any agreement to sub-contract work or responsibilities already undertaken or possessed by the Employer and employees in the sciences, engineering or the health sciences without securing to the members who may be seconded to or be employed by the sub-contractor all the rights, privileges and benefits accorded to them in this Patent Article, nor shall the Employer enter into any agreement to create a consortia of universities or government departments or private companies for the purposes of research or development or commercial exploitation without securing to the members of the academic staff who may be seconded to or employed by the consortia departments or private companies all the rights, privileges and benefits accorded by this Article. If the Employer makes an agreement with the sub-contractor contrary to this provision and fails to secure the said rights, privileges and benefits to said members, the agreement with the sub- contractor shall not apply to members unless there is a special agreement in writing between the Employer and the Faculty Association to waive this clause of the Article.

Notes:

1. CAUT believes that right of use in section 3 is adequate compensation for a University Employer in those circumstances. CAUT is aware that some universities may wish greater rights in such instances and would advise local associations to be very careful in giving up patent rights or revenues from patents and to consult CAUT before agreeing to such provisions.
2. Local associations should consult CAUT if the administration of the university wishes to sign agreements with private companies or government agencies to undertake research which would require the surrendering of the patents of the academic staff to the sponsors of the research.

Approved by Council, September 1987.

Policy statement and model clause on copyright

Preamble

A proper copyright policy is essential to defend the academic freedom, editorial rights and economic interests of academic staff members. The general principle of a proper copyright policy is that the copyright should belong solely to the creator(s) but that where the university has commissioned a work dealing with the operations of the university itself or where it requests the member to edit a university publication, the university and the member may make alternate arrangements. Without a proper copyright clause in the collective agreement, employers may attempt to claim the copyrights of academic staff members because the Copyright Act states that the employer is the owner of copyrights made in the course of employment unless there is a contract to the contrary.

Copyright exists not simply in books but also in films, videos, works of art, lectures, and computer programs. Copyright is a variety of rights — not simply economic, but includes moral rights in the work which prevent its amendment, editing or alteration without the permission of the copyright holder.

Every collective agreement should have a copyright clause and thus CAUT recommends the following:

1

Except as herein specified, the employer transfers to the author(s) the copyright(s) in any intellectual property produced or created by a member.

2

No member shall claim any copyright in any assessment, grading, report or correspondence produced pursuant to his/her normal administrative duties within the university.

3

Where the Employer specifically commissions the preparation of a particular work relating to the operations or functions of the University, the Employer may enter into a contract with a member the terms of which give the employer sole or part ownership in the copyright of any work. The Employer shall provide the Association with a copy of any such contract one week prior to its execution.

4.1

Except as specified in 4.2, the Employer hereby agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) any and all rights in regard to computer programs.

4.2

The Employer shall retain a non-exclusive, royalty-free irrevocable, indivisible and non-transferable right to the use, solely for the Employer's internal use, of any computer program developed in the course of the normal administrative duties of the member or any program developed in relation to the storage and use of university data and records or any program developed for use in the degree programs of the university.

Note:

1. Universities with extensive facilities for film, video or audio recording may propose special provisions for the use of such facilities. CAUT has developed provisions dealing with this issue, which are available on request from the CAUT office.

Approved by Council, September 1987

Policy statement on role of staff in elections

1

The staff play an important role in providing professional advice and assistance to the officers in carrying out the mandate of Council. It is essential that the members have confidence in this support role of the staff, and in the political accountability of the officers. It is also essential that staff be able to work effectively with whoever the officers are, and with the staff of the constituent associations. In order that the staff can maintain this relationship to the elected officers and other staff, it is therefore understood that the staff will not involve themselves in elections in any manner, and will in particular not offer any form of support for, or opposition to, the candidacy of any individual. Any alleged violation shall be reported in writing to the Chair of the Elections and Resolutions Committee for investigation and possible action under appropriate disciplinary provisions of the collective agreements.

2

It is also understood that candidates for office in CAUT or for membership on committees will not request staff to participate in their election campaigns. Where staff are entitled to vote under the relevant By-laws, this statement is not intended to require that they refrain from doing so.

Approved by Council, September 1987.

Policy statement on costs of implementing pay equity legislation

CAUT supports the view, with respect to the costs incurred in implementing duly enacted pay equity legislation, that governments must be prepared to pay the costs of both preparation for, and implementation of, pay equity policies in the universities. CAUT should lobby, or offer to assist in the lobbying of governments involved in pay equity legislation. This proposition should not be construed as limiting the responsibility of Universities to apply the principles of pay equity legislation.

Approved by Council, September 1987

Dates limite pour 1988
Annonces classées — Grandes annonces

Numéro	Annonces classées	Grandes annonces
mars 1988	11 février	19 février
avril 1988	15 mars	22 mars
mai 1988	13 avril	21 avril
juin 1988	12 mai	20 mai

Classified & Display Advertising
1988 Closing Dates

Issue	Classified	Display
March 1988	February 11	February 19
April 1988	March 15	March 22
May 1988	April 13	April 21
June 1988	May 12	May 20

STUDENTS 2

else of substance emerged.

Ottawa will finance a study of foreign student attitudes and will contribute to a documentary movie on students from overseas. There are also moves afoot to form a consultative body on which federal and provincial levels of government are represented, along with bodies such as the CBIE. Perhaps this will go some distance toward sorting out the "patchwork of inconsistent and contradictory policies" that troubled Mr. Fox.

It all seems to indicate an interest in looking at the situation. Will we get around to *doing* something about it before the last foreign student vanishes from the scene?

ÉTUDIANTS 2

de Québec du Bureau canadien de l'éducation internationale. Toutefois, en dépit de toutes les discussions, on ne semble pas s'être rapproché d'une politique nationale claire. Le secrétaire d'Etat, M. David Crombie, a fait mention de projets du gouvernement fédéral d'assouplir les règles qui empêchent les étudiants et leur conjoint de travailler pendant leur séjour au Canada, ce qui ne peut qu'améliorer les choses. Mis à part ce dernier point, bien peu d'éléments substantiels sont ressortis de cette conférence.

Ottawa financera une étude sur les attitudes des étudiants étrangers et contribuera à un documentaire sur les étudiants d'outre-mer. On se prépare également à créer un organisme consultatif au sein duquel seront représentés les gouvernements fédéral et provinciaux ainsi que d'autres organismes, comme le BCEI. Peut-être cela permettra-t-il de mettre un peu d'ordre dans "l'ensemble disparate de politiques contradictoires et sans suite" qui inquiétait M. Fox.

Tout semble traduire un intérêt à se pencher sur la situation. Parviendrons-nous à agir avant que le dernier étudiant étranger ait quitté nos cieux?

SCIENCES 1

sitaire "(. . .) in a manner that is more closely attuned to Canada's needs and comparative advantages".

En outre, le rapport suppose qu'il faudrait considérer comme une question distincte le problème des coûts indirects qui devrait être réglé par l'intermédiaire de négociations fédérales-provinciales. Il propose, à cet effet, une nouvelle entente pour l'enseignement postsecondaire qui intégrerait des normes et des objectifs acceptés à l'intention du système universitaire. Il rejette toutefois l'idée selon laquelle les provinces seraient tenues de dépenser les deniers fédéraux au titre de l'enseignement postsecondaire pour ce secteur.

La partie du rapport qui prône un transfert considérable des activités de recherche des laboratoires fédéraux aux universités est particulièrement controversable. On invoque comme raison, entre autres, que le système universitaire canadien est le seul appareil de recherches au pays d'envergure vraiment nationale. On trouve des universités dans toutes les régions et elles sont les mieux situées pour répondre aux besoins et aux aspirations du milieu. Toutefois, le rapport n'explique pas comment s'effectuerait un changement aussi radical. Les auteurs recommendent fortement de le réaliser sans délai et estiment que le secteur privé a également un rôle à jouer dans ce transfert.

A la section sur l'accessibilité, les auteurs concluent que les problèmes sont peu nombreux, s'il y en a. Et lorsqu'il y en a, notamment le faible nombre de femmes en génie et en mathématiques, le rapport offre peu de solutions. M. Evans n'a que des propos défavorables pour cette partie du rapport qu'il trouve prétentieuse.

Le rapport revendique la déréglementation des frais d'inscription des étudiants, ce qui entraînerait une hausse des frais et accentuerait la différenciation. Les auteurs estiment que l'on peut garantir l'accessibilité au moyen de prêts et de bourses. Selon M. Evans, il est difficile de concevoir comment des frais d'inscription élevés modifieront sensiblement les effectifs étudiants puisque la plupart des universités sont comprimées pour le moment. Il est sceptique face aux suggestions selon lesquelles les gouvernements offriraient, bien entendu, des prêts et des bourses à tous ceux qui pourraient en avoir besoin en vertu du nouveau régime. Il ajoute que, puisque ce n'est pas ce que font déjà les gouvernements, pourquoi devrions-nous supposer qu'ils le feraient à l'avenir lorsque les coûts seront plus élevés.

Le Conseil consultatif national a reçu le rapport le 11 décembre. Il est présentement entre les mains du premier ministre. Le comité responsable des universités était présidé par M. Pierre Lortie, le président de l'importante chaîne de super-marchés Provigo du Québec. Il est composé de treize membres, dont sept proviennent du secteur privé (voir encadré). "Voilà, a déclaré M. Evans, ce qui rend si important les propositions du rapport. Le message n'est pas seulement livré par des professeurs d'université mais par tous les secteurs de la collectivité.

Le premier ministre est particulièrement fier du Conseil consultatif national et l'invoque souvent comme un exemple d'innovation et d'absence de bureaucratie de la part de son gouvernement. Ce dernier tiendra un congrès national sur la science et la technologie à la mi-janvier. Selon le président de l'ACPU, il est difficile d'imaginer comment on pourra y éviter les débats sur le rapport Lortie.

DOUBLING 1

it urges that it be done without procrastination and sees a role for the private sector in this process of contracting out as well.

There is also a section on accessibility which concludes that there are few if any problems in this area. Where there may be some, such as in the feeble number of women in engineering and mathematics, the report has little to offer in the way of solutions. The report calls for the deregulation of student fees which, it believes, would lead both to higher fees and more differentiation. It says that accessibility can be guaranteed through loans and scholarships.

Prof. Evans commented adversely on these sections which he found complacent. "It is difficult to see", he said, "how high fees will lead to significant shifts in student population since most universities are jammed at the moment. Deregulation will simply increase the cost. We are very sceptical of suggestions that governments would, of course, provide scholarships and grants to all those who might need them under the new regime. Since governments tend not to do that now at the level they should, why should we suppose that they would do it in the future when the cost is much higher."

The report was received by the National Advisory Board on December 11 and is now in the hands of the Prime Minister. The University Committee was chaired by Mr. Pierre Lortie, the head of the giant Provigo supermarket chain in Quebec. It contains 13 members, seven of them from the private sector (see box). "This, of course," said Prof. Evans, "is what makes the funding proposals of the report so important. The message is not coming from university professors alone but from all parts of the community."

The Prime Minister is particularly proud of the National Advisory Board and frequently holds it up as an example of an innovative and non-bureaucratic approach by his government. He is holding a national conference on science and technology in mid-January. It is hard to see, Prof. Evans said, how that conference could avoid discussing the Lortie Report.

THE UNIVERSITY OF MANITOBA

TEACHING POSITIONS

The UNIVERSITY OF MANITOBA SUMMER SESSION 1988 may have teaching positions available during the following sessions:
Intersession — May 2 to June 23, 1988 (including exams)
Summer Evening — May 2 to August 9, 1988 (including exams)
Summer Day — July 4 to August 23, 1988 (including exams)
Each academic period has two terms accommodating half courses and full courses.
Summer courses are being offered by the following Faculties and Schools:
- Arts—Anthropology, Classics, Economics, English, French/Spanish, Geography, History, Native Studies, Philosophy, Psychology, Religion, Sociology and Women's Studies
- Education—Curriculum: Humanities and Social Sciences, Curriculum: Math and Natural Sciences, Educational Administration and Foundations, Educational Psychology
- Human Ecology
- Management
- Physical Education/Recreation Studies
- Science—Applied Mathematics, Biology, Botany, Chemistry, Computer Science, Geological Science, Mathematics and Astronomy, Microbiology, Physics, Statistics, Zoology
- School of Art
- School of Music
- School of Social Work

Prefer applicants with a Ph.D. and teaching experience. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications including curriculum vitae and three references must be received by February 29, 1988.
To obtain current information on teaching position vacancies, please contact the Director of School or Department Head concerned: The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Phone (204) 474-8880 (ask for School or Department).

FACULTY OF ARTS

Nipissing University College requires qualified university instructors to teach the following courses, pending Senate approval.

Spring Session 1988
(April 18, 1988 to June 30, 1988)

COMM 2005E: Business Decision-Making
ENGL 1005E: British Literature from Chaucer to the 20th Century
ENGL 3135E: Victorian Literature
GEOG 1025E: Introduction to Applied Geography
HIST 2055E: History of Ancient Civilizations
PHIL 2525E: Contemporary Moral Issues
PSYC 3105E: Comparative Psychology
SOCI 2035E: Sociology of the Family

Summer Session 1988
(July 4, 1988-August 17, 1988)

PSYC 2005E: Developmental Psychology
SOCI 2235E: Sociology of Human Sexual Behaviour

The stipend is $4,530 (under review) plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Roman Brozowski, Dean of Arts at:

Nipissing University College
Affiliated with Laurentian University
Box 5002, North Bay, Ontario P1B 8L7 (705) 474-3450

McGill University

The Department of English, McGill University, seeks applications for a tenure track Assistant Professor position to be filled September 1988, for a specialist in Restoration and the 18th Century, with an interest in editing manuscripts (Fenny Burney). Ph.D. in English and demonstrated scholarly accomplishment in the field required. Present rank minimum $32,474 per annum. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Letter of application, c.v., and three letters of recommendation should be sent to Professor Leanore Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: January 31, 1988.

World Literacy of Canada
692 Coxwell Avenue
Toronto, Ontario
M4C 3B6
(416) 465-4667
World Literacy Helps

University of Regina

As part of a major reorganization, the University of Regina seeks to fill two senior positions: Vice-President (Academic) and Vice-President (Administrative Services). Initial terms will be for five years and may be renewed by mutual agreement. The University of Regina provides competitive remuneration and benefits.

VICE-PRESIDENT (ACADEMIC)
This Vice-President is responsible to the President for academic planning and development for eleven Faculties, Colleges and Schools plus University Extension and the Library. Duties include serving as Acting President when necessary, chairing the Deans' Council, and serving on the President's Executive Committee. The Vice-President (Academic), in co-operation with other senior officers, will direct inter-Faculty resource allocation and academic staff development.

The incumbent will be a well-respected scholar with considerable experience in academic administration.

VICE-PRESIDENT (ADMINISTRATIVE SERVICES)
This Vice-President is responsible to the President for all financial functions as well as ancillary services, physical plant, personnel services and industrial relations, staff benefits and purchasing. In addition, the incumbent will be responsible to the Board of Governors as Controller.

The Vice-President (Administrative Services) will plan and monitor improvements in all management informations systems, direct staffing and systems in the Business Office and Personnel Services, and generally preside over the supply of non-academic resources in support of the academic tasks of the University while serving as a member of the President's Executive Committee.

Applicants should have a strong background in management and financial systems, sensitivity to the needs of a university and proven leadership ability.

Date of Appointments
It is hoped that appointments can be made on or before July 1, 1988, but no later than January 1, 1989. Applications or nominations, with complete resumes and the names of three referees, will be received until February 15, 1988, and should be addressed to:

The Chairman, Vice-Presidential Search Committees
The President's Office
University of Regina
Regina, Saskatchewan
S4S 0A2

Notes from the USA

Student aid reaches $20.5 billion but fails to keep pace with college costs

Financial aid to American college students rose to a record $20.5-billion in 1986-87, but the increase did not keep pace with the cost of attending college, according to a new study by the College Board. Over a seven-year period, the study shows, college costs have risen more dramatically than either the sources of financial aid for students or family income. In its annual report on trends in student aid, released in December, the board said that college students borrowed $10.1-billion last year, received $9.7-billion in grants, and earned $662-million through federally subsidized employment. The study, which is based on data from the federal government and the states, is the most detailed report available on student-aid spending.

Over all, student financial aid increased 20.7 per cent from 1980-81 to 1986-87. But when adjusted for inflation, aid declined 6.1 per cent, the report said. Over the same period, college costs soared. Private universities registered the highest cost increases, with the average charge for tuition, room, and board rising 80.8 per cent to $11,870. Costs at public two-year colleges showed the least growth, rising 56.4 per cent to an average of $3,160. While family earnings outpaced inflation from 1980 to 1986, they did not climb as steeply as college costs. Median family income rose 40.1 per cent, to $29,500, while after-tax personal income per capita increased 53.2 per cent, to $12,300, the report said.

STUDENT AID IN THE 80s
(1986-87 compared with 1980-81)

College Costs: Up	
Public: Universities	+61.2%
4-year	+62.8
2-year	+56.4
Private: Universities	+80.8
4-year	+72.8

Sources of Payment: Up, but Not Keeping Pace	
Grants	+ 3.6%
Loan programs	+45.7
Work-study	+ 0.3
Family income	+40.1

SOURCE: THE COLLEGE BOARD

Dollar's decline seen limiting overseas activities by US academics

Precipitous declines in the value of the U.S. dollar against major foreign currencies may further reduce the involvement of American students and scholars overseas, said educators in the United States and abroad in interviews conducted by The Chronicle of Higher Education. The educators are especially concerned about the effects of the dollar's slide at a time when, in the view of many U.S. leaders, American sophistication in international affairs is becoming more and more important to the nation's future. Concern among educators centres on the prospect that fewer American students and scholars will be willing or able to travel to countries where the dollar is buying much less today than it did a few years ago — or even a few months ago.

For American students interested in foreign study the dollar's fall is a "serious problem," said Robert M. Rosenzweig, president of the Association of American Universities. "You can't make students pay more to go abroad than they do at home." For American scholarly activity overseas, notably in Japan and Western Europe, "the scale of the enterprise will be smaller," Mr. Rosenzweig said. He added that at American university libraries, concern over rising subscription rates for European journals had been "compounded by the drop in the dollar."

Study of mandatory retirement for professors stalled for lack of funds

A national study that would give colleges and universities an idea of what to expect once the mandatory retirement age for faculty members is lifted has been stalled for lack of funds. In the meantime, most campuses have been reluctant to start their own studies, which are expected to touch off heated debates about the tenure system, the productivity of older employees, and other sensitive topics. At most institutions, the mandatory retirement age for faculty members is 70, although some states have already eliminated mandatory retirement.

The National Academy of Sciences is expected to conduct the study under the sponsorship of the Equal Employment Opportunity Commission. But Congress has yet to allocate the money to pay for it. The study would examine what might happen as tenured faculty members are permitted to stay on indefinitely at their institutions. That will happen in 1994, when a federal law uncapping the mandatory retirement age begins to affect tenured professors. Congress asked for the study when it granted the faculty exemption. The study would include a survey of older faculty members to determine how many would take advantage of the chance to stay on the job beyond age 70. It would also study how a person's age affects his or her productivity.

University of Alberta
Edmonton

Chairman
Department of Physics

Applications and nominations are invited for the position of Chairman of the Department of Physics at the University of Alberta. The Department of Physics is in the Faculty of Science and consists of forty-six (46) academic staff and forty-four (44) support staff.

We are anticipating a number of vacancies in the next five years and are therefore seeking candidates with excellent leadership qualities, an outstanding research record and a dedication to teaching at the undergraduate and graduate level.

This position will be available July 1, 1988 and the salary and rank will be commensurate with experience. Applications or nominations, including a detailed curriculum vitae and the names of three referees, should be received by February 15, 1988 and addressed to:

Dr. W. John McDonald
Dean of Science
University of Alberta
Edmonton, Alberta Canada
T6G 2E9

The University of Alberta is committed to the principle of equity in employment.

The Division of Infectious Diseases invites applications for the position of an Infectious Disease Consultant to join six active members in the Division and in clinical patient care, consulting, and teaching responsibilities which are shared amongst the members. Research opportunities include clinical and basic science spheres with potential for collaborative work with other Divisions within the Department of Medicine and other faculty departments.

The successful applicant must have Royal College of Physicians Certification in Internal Medicine, or equivalent. Subspecialty training in Infectious Diseases and/or Medicine Microbiology is also required, although certification is not essential. The position is GFT with tenure track eligibility and salary to commensurate with experience and academic qualifications. Preference will be given to Canadian Citizens and permanent residents of Canada.

The University of Alberta Hospitals is a 1300 bed smoke-free tertiary care teaching hospital and the major specialty care referral centre for Northern Alberta and the Territories centered in the Walter C. Mackenzie Health Sciences Centre.

Interested individuals should contact:

Dr. L.J. Miedzinski
Acting Divisional Director
Division of Infectious Diseases
2E4.11 Walter C. Mackenzie Health Sciences Centre
University of Alberta
Edmonton, Alberta
T6G 2B7

STUDENT COUNSELLOR

Mount Allison University seeks applications and nominations for the position of Student Counsellor, to be a member of a team of dedicated professional student services staff responsible for all aspects of student life. The Counsellor will be responsible for the development of programs involving the personal counselling of individual students, the referral of students to specialized support programs, the training of student services and residence staff and liaison with faculty and other members of the University community. The incumbent will be responsible for developing new preventative programs in such areas as alcohol and drug abuse.

The qualifications for the position are a Master's or Ph.D. degree in counselling psychology or an equivalent combination of education and experience. Extensive experience in counselling in a post-secondary educational environment and a background in psychological assessment are desirable.

Mount Allison University was founded in 1839 in Sackville, New Brunswick. Emphasizing a liberal approach to education in all of its programs, the University offers degrees in Arts, Science, Fine Arts, Music, Commerce and Education. Enrolment is strictly limited and at present there are 1825 full-time undergraduate students. The faculty of 140 members is committed to excellence in teaching and research.

Both women and men are encouraged to apply for this important position. Applications and/or nominations should be sent, accompanied by a curriculum vitae and the names of three references, by January 31, 1988 to:

Mr. Charlie Hunter
Dean of Students
Mount Allison University
SACKVILLE, New Brunswick
E0A 3C0

Université de Montréal
Faculté de médecine

ÉCOLE D'ORTHOPHONIE ET D'AUDIOLOGIE

Applications are invited for the position of Professor and Chairperson of the Department of Speech Language Palhology and Audiology available on June 1st, 1988.

Candidates must hold a Ph.D. degree in speech language palhology, audiology or related sciences, shown interest, qualifications and experience in university teaching and research in Speech and Hearing Sciences. Candidates must have a solid reputation at the national and international levels.

A good knowledge of the French language is required.

The Department offers undergraduate and graduate programs.

Applications, including curriculum vitae and three appropriate references should be forwarded, prior to February 1st, 1988 to:

Docteur Guy Lamarche
Secrétaire de la Faculté et
Vice-doyen à la planification
Faculté de médecine
Université de Montréal
C.P. 6128, succursale A
Montréal (Québec)
H3C 3J7

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian residents and permanent residents of Canada.

MISERICORDIA HOSPITAL

DIRECTOR, INTERMEDIATE CARE NURSERY

The Misericordia Hospital is a 558 bed active treatment teaching hospital affiliated with the University of Alberta. The hospital has obstetrical deliveries of about 3,300 per year and last year the 22 bed Level II, Intermediate Care Nursery cared for 58 infants in the intermediate area and 298 in the convalescent area. Patients are admitted from the Misericordia Hospital case rooms or referred by physicians from numerous rural hospitals.

The successful applicant for the position of Director of the Intermediate Care Nursery will be responsible to the hospital Chief of Pediatrics for supervision of the overall clinical care of infants in this open unit, the administration of the unit, education of medical students, and will be expected to work with the University of Alberta, Northern Alberta Perinatal Program and other Pediatricians on staff in areas of consultation outside the unit on a fee for service basis. The successful candidate will have a Pediatric Fellowship from the Royal College of Physicians and Surgeons of Canada or equivalent with at least two years postgraduate training in neonatology. Some experience in the practice of neonatology and in administrative work would be an asset. The successful applicant must be eligible for licensure by the College of Physicians and Surgeons of Alberta and preference will be given to Canadian citizens.

Please forward a curriculum vitae and names of three references by January 30, 1988 or address further enquires regarding this position to:

Dr. D.C. Perry
Vice President, Medical
Misericordia Hospital
16940 - 87 Avenue
Edmonton, Alberta T5R 4H5
Ph. (403) 486-8803

The Misericordia Hospital observes smoking restrictions in all work areas.

Université de Montréal
Faculté de médecine

ÉCOLE D'ORTHOPHONIE ET D'AUDIOLOGIE

DIRECTEUR(TRICE) DU DÉPARTEMENT

L'École d'orthophonie et d'audiologie de la Faculté de médecine de l'Université de Montréal est à la recherche d'un(e) directeur(trice) pour le 1er juin 1988.

La personne choisie devra être détentrice d'un Ph.D. en orthophonie, audiologie ou dans une discipline connexe, être de niveau titulaire, avoir démontré un intérêt et des qualités pour l'enseignement et la recherche et acquis un rayonnement national et international par ses publications et sa participation à des congrès nationaux et internationaux.

L'École offre des programmes de baccalauréat et de maîtrise en orthophonie et audiologie, ainsi qu'une maîtrise et un Ph.D. en sciences cliniques.

Une connaissance du français écrit et parlé est essentielle.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, une description de leur intérêt en recherche, les noms et coordonnées de trois personnes à qui s'adresser pour références, avant le 1er février 1988, à:

Docteur Guy Lamarche
Secrétaire de la Faculté et
Vice-doyen à la planification
Faculté de médecine
Université de Montréal
C.P. 6128, succursale A
Montréal, (Québec)
H3C 3J7

Selon les exigences d'Immigration Canada, la préférence sera accordée aux citoyens canadiens ou immigrants reçus.

The University of Windsor invites applications and nominations for the position of:

University of Windsor

Dean of Science

The Faculty of Science is organized into five departments (Biological Sciences, Chemistry and Biochemistry, Geology, Mathematics and Statistics, and Physics) and two schools (Computer Science and Nursing). There are 115 full-time faculty members assisted by research associates, university research and post-doctoral fellows, who conduct vigorous research programs. The faculty also participates in the interdisciplinary Great Lakes and Fluid Dynamics Institutes. Approximately 110 graduate students are currently registered in M.Sc. and Ph.D. programs, in addition to about 1,600 undergraduate students.

The Dean reports directly to the Vice-President Academic. The Dean is expected to provide strong leadership in teaching and research, as he carries the responsibility to implement the academic and administrative policies and plans of the Faculty of Science, supervise and administer the academic programs, budgets and all activities of the Faculty.

It is an essential requirement of the position that candidates should possess a demonstrated record of achievement in teaching and university research that would entitle them to senior academic rank in a research-intensive faculty, and the proven potential to carry out administrative responsibilities.

A renewable appointment for five (5) years, beginning July 1, 1988, will be made by the President as advised by the Faculty Council and a Search Committee.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants.

Consideration of candidates will begin on February 1, 1988. Nominations and applications, with a curriculum vitae and the names and addresses of three referees, as well as any requests for further information, should be sent to:

Peter Sonnenfeld
Chairmen, Decanal Search Committee
Faculty of Science
University of Windsor
Windsor, Ontario, N9B 3P4

Registrar

Located in the town of Athabasca, 1½ hours from the City of Edmonton, Athabasca University is seeking the services of a Registrar. Applications and nominations are invited for this senior management position which is responsible for the leadership and direction of all registry services.

Reporting to the Vice President Academic the incumbent will be supported by a team of four professionals and twenty support staff and will be expected to work closely with a number of constituencies, including managers (notably in Computing, Tutorial, Student Services, Academic Faculties and regional staff in Edmonton, Calgary and Ft. McMurray.

Qualifications: University degree, considerable managerial experience, good interpersonal skills, a commitment to high quality of service, experience with management of highly computerized systems, and the ability to function effectively with university governance.

Salary: commensurate with qualifications and experience, along with a generous employer paid benefit package.

Please submit applications with resume by February 29, 1988 to: D. Peter Monk, Director of Personnel, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

Athabasca University

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Biochemistry

Applications are invited for a 24-month term appointment at the level of Assistant Professor. The applicant should hold a Ph.D. in Biochemistry and preferably have some experience in distance education. Duties will include assisting in the development of a distance education introductory chemistry course for health science students and a clinical chemistry course for second year health science students. Duties may also include the teaching of one regular course in Biochemistry at the third or fourth year level.

Both men and women are encouraged to apply. Bilingualism (French & English) would be an asset.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Deadline for applications is March 1, 1988.

Applicants should submit a CV and names of three references to:
The Chairman
Department of Chemistry
Laurentian University
Sudbury, Ontario
P3E 2C6

Laurentian University
Ramsey Lake Road
Sudbury, Ontario P3E 2C6

Carleton University
Ottawa, Ontario

President and Vice-Chancellor

Carleton University invites applications and nominations for the position of President and Vice-Chancellor. The appointment date is July 1, 1989.

Applications and nominations should be sent by February 29, 1988 to:

Presidential Search Committee
Room 607, Administration Building
Carleton University
Ottawa, Ontario
K1S 5B6

Carleton University
Ottawa (Ontario)

Président et Vice-chancelier

L'Université Carleton sollicite des candidatures et des propositions de candidatures pour le poste de Président et Vice-chancelier. La date d'entrée en fonctions est fixée au 1er juillet 1989.

Adresser toute candidature ou proposition de candidature avant le 29 février 1988 au:

Comité de sélection pour le poste de
Président et Vice-chancelier
607, Édifice de l'administration
Carleton University
Ottawa (Ontario)
K1S 5B6

Université de Montréal
Faculté de médecine

ÉCOLE DE RÉADAPTATION

DIRECTEUR(TRICE) DU DÉPARTEMENT

L'École de réadaptation de la Faculté de médecine de l'Université de Montréal est à la recherche d'un(e) directeur(trice) pour le 1er juin 1988.

La personne choisie devra préférablement avoir une formation en ergothérapie ou en physiothérapie et être détentrice d'un Ph.D. dans un domaine approprié. Elle devra avoir démontré un intérêt et des qualités pour l'enseignement et la recherche, avoir publié dans des revues scientifiques et avoir participé activement à des congrès et colloques nationaux et internationaux.

L'École offre un baccalauréat en ergothérapie, un baccalauréat en physiothérapie, une maîtrise et un Ph.D. en sciences cliniques.

Une connaissance adéquate du français est essentielle.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, une description de leur intérêt en recherche, les noms et coordonnées de trois personnes à qui s'adresser pour références, avant le 1er février 1988, à:

Docteur Guy Lamarche
Secrétaire de la Faculté et
Vice-doyen à la planification
Faculté de médecine
Université de Montréal
C.P. 6128, succursale A
Montréal, (Québec)
H3C 3J7

Selon les exigences d'Immigration Canada, la préférence sera accordée aux citoyens canadiens ou immigrants reçus.

Wilfrid Laurier University

The Faculty of Social Work at Wilfrid Laurier University invites inquiries and applications for a faculty position beginning July 1, 1988. Candidates should have at least one graduate degree in social work and an earned doctoral degree; a sound record of research, scholarship and publication; expertise in clinical social work intervention methods and a field of service such as care of the aged, mental health or child welfare and practice connections with a special group or population; and ability to teach at the graduate level.

Rank, salary and terms of employment will be negotiated on the basis of qualifications and experience. Interested applicants should submit a curriculum vitae and the names of three referees by March 1, 1988 to: **Dr. Shankar A. Yelaja, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Telephone: (519) 884-1970, extension 2205.**

The Faculty offers a Master of Social Work degree with two areas of concentration: practice with Individuals, Families and Groups and practice in Community Development and Social Planning. A D.S.W. program began in September 1987 with the primary objective of providing qualified students opportunities for advanced research and scholarship as well as professional growth. Graduate diplomas in Social Welfare Policy and in Social Administration are also offered.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University has an Employment Equity Policy and encourages both female and male applicants to apply. The University is implementing steps to become a smoke-free environment.

THE UNIVERSITY OF BRITISH COLUMBIA
REGISTRAR

Applications are invited for the position of Registrar at the University of British Columbia, effective July 1, 1988.

The Registrar is supported by more than 50 full-time staff and is responsible to the Vice President, Student and Academic Services, for the development and operation of a range of administrative, academic and student services including: undergraduate admissions and registration, graduate and undergraduate student records, scheduling of courses, examinations and classrooms, and maintaining Senate and faculty secretariats. The Registrar is a senior university officer and is Secretary of the Senate, and is expected to provide advice on the implications of academic policy proposals for the delivery of services listed above.

Applicants should have a degree from a recognized university, extensive knowledge of university structures and procedures with at least five years of directly-related experience, and a good understanding of computer-based information systems. Applicants should have excellent skills in personnel and budget management, and in written and oral communication.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, including curriculum vitae and the names of at least three referees, should be sent before March 1, 1988 to

Dr. K.D. Srivastava
Vice President, Student and Academic Services
University of British Columbia
6328 Memorial Road
Vancouver, B.C.
V6T 2B3
CANADA

UBC

Saying is a myth

Carl Goldman's concern *(CAUT Bulletin*, November 1987) about the increasing infatuation with research is shared by others, but it was a sentence in the middle of his letter that really caught my attention. He wrote: "We have been told for years that a person doing research can better teach since he is at the cutting edge of knowledge". What is meant by the words "we have been told"? Who has "told" us? Of course, it is "they" who have told us. "They" are continually telling us that to be an effective teacher you have to do research (and publish).

The fact is the "saying" is a myth. Like the myths about grades predicting performance on the job or about smaller classes being able to improve student grades, the myth about the relationship between research and teaching is disproven by research. The relationship is orthogonal — being good or bad at teaching or research has very little implication for performance at one or the other.

For those interested, a review of ten empirical studies was made by David S. Webster, editor of the *Educational Record*, ('Does research productivity enhance teaching?', *Educational Record*, 66:4, Fall 1985, 60-62). A Canadian study not covered by Webster, and which examined graduate faculty and personality factors, was done by J.P. Rushton, H.G. Murray, and S.V. Paunonen ('Personality, research creativity, and teaching effectiveness in university professors', *Scientometrics*, 5:2, March 1983, 93-116).

S.D. Neill
School of Library and Information Science
The University of Western Ontario

National Forum

The following letter was addressed to CAUT President John Evans:

Thank you very much for your letter of October 13, 1987 and the copies of Forum Notes which I found very useful in preparing my recent speech to the National Forum on Post-Secondary Education in Saskatoon. I have long been aware of the important role of the Canadian Association of University Teachers and was very pleased to have this input in preparing for the National Forum.

Maurice Strong
Chairman and President of American Water Development Inc., Denver, CO

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Université de Montréal
Faculté de médecine

ÉCOLE DE RÉHABILITATION

Applications are invited for the position of Professor and Chairperson of the Department of the School of Rehabilitation available on June 1st, 1988.

Candidates must hold a Ph.D. degree in Physiotherapy or Occupational Therapy or related sciences, shown interest, qualifications and experience in University teaching and research in the sciences of Rehabilitation. Candidates must have a solid reputation at the national and international levels.

An adequate knowledge of French language is required

The Department offers a B.Sc. in Physiotherapy, a B.Sc. in Occupational Therapy and a M.Sc. and Ph.D. in Clinical Sciences.

Applications, including curriculum vitae and three appropriate references should be forwarded, prior to February 1st, 1988 to:

Docteur Guy Lamarche
Secrétaire de la Faculté et
Vice-doyen à la planification
Faculté de médecine
Université de Montréal
C.P. 6128, succursale A
Montréal, (Québec)
H3C 3J7

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian residents and permanent residents of Canada.

Faculty of Commerce
Saint Mary's University

The Faculty of Commerce at Saint Mary's University, with over 1400 full and 300 part-time students, is the largest business program in the Atlantic Region and one of the largest English-speaking programs in Canada. Because of enrolment increases experienced by this faculty in both its undergraduate and graduate (MBA) programs and program changes, a decision has been made to expand significantly the full-time faculty complement. As a result, the Faculty of Commerce has a number of positions available for the 1988-89 academic year.

Interested individuals may contact the appropriate department chairpersons for further information and/or forward a current curriculum vitae, including a list of at least three references, along with a letter of application. In all cases we are seeking individuals who have a Ph.D. (assistant or associate rank) in the appropriate area or in some cases we will consider individuals who are ABD. Our salary offers arecompetitive, and interested applicants will find that our support for research and travel is excellent.

Visiting positions are also available and individuals are encouraged to contact the appropriate chairpersons for further information.

Accounting
Areas of specialization open.
Dr. F.P. Dougherty, Chairperson, Accounting

Data Processing/Information Systems
Individuals with a background in various aspects of data processing and information systems are encouraged to apply.

Management Science/Computing
Applicants should be able to offer courses in one of the following areas: Computing (BASIC, FORTRAN, COBAL), information systems, or management science

Finance
We are particularly interested in individuals who have a background in corporate finance.
Dr. P. Dixon, Chairperson, Finance/Management Science

Management
Individuals with a background in organizational behaviour are encouraged to apply.
Dr. H.F. Schwind, Chairperson, Management

Marketing
While we are interested in individuals with expertise in marketing, we are particularly interested in an individual with a background in industrial marketing.

Written/Oral Communication
Individuals who have both a written and oral background and an awareness of business needs and practice are encouraged to apply.
Dr. N.D. Kling, Chairperson, Marketing

Applicants should address all correspondence to the appropriate chairperson at the address indicated below:

Saint Mary's University
Halifax, Nova Scotia B3H 3C3
(902)420-5400

Positions Available

Postes vacants

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités

ACCOUNTANCY

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Morley Lemon, Acting Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

ADMINISTRATION

UNIVERSITY OF OTTAWA. Faculty of Administration. Applications are invited for full-time, tenure-track positions in i) Industrial Relations/Personnel, and ii) Personnel/Organizational Behaviour. Ph.D. or D.B.A., completed or near completion, is required. Duties include teaching in French at both undergraduate and graduate levels, and developing an ongoing program of research. Rank and salary will depend on qualifications and experience. Appointments effective July 1, 1988, or by arrangement. Positions are subject to budget approval. Applications will be accepted until positions are filled. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA. Faculté d'Administration. La Faculté d'Administration de l'Université d'Ottawa est à la recherche de professeurs pour combler des postes à temps complet pouvant conduire à la permanence en i) relations industrielles/gestion des ressources humaines et, ii) gestion des ressources humaines/comportement organisationnel, à compter du 1er juillet 1988 (date négociable). Les candidat(e)s devront posséder un doctorat ou être près de le terminer. Le salaire et le rang sont établis en fonction des qualifications et étels de service. Ces postes sont sous réserve d'approbation budgétaire. En plus de l'enseignement qu'ils (elles) doivent procurer au niveau des premier et deuxième cycles, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Les demandes émenant de candidat(e)s en possession d'une autorisation légale d'occuper un emploi au Canada seront envisegées en priorité. Ce concours est ouvert jusqu'à ce que les postes soient comblés. Les candidatures doivent être adressées à: Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275, rue Nicholas, Ottawa, Ontario, K1N 6N5

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH. Department of Animal and Poultry Science. Centre for Genetic Improvement of Livestock. The Department of Animal and Poultry Science and the Centre for Genetic Improvement of Livestock announce a contractually limited adjunct professorship in animal breeding (research). This position, which has an initial term of three years and is potentially renewable, is primarily funded under the NSERC/SEMEX, J.C. Rennie Chair in Animal Breeding Strategies. An adjunct professorship is provided at the University in situations where interactive research or education is being carried out jointly by the university and industry for mutual benefit. The successful candidate will have a Ph.D. and a strong background and demonstrated independent research ability in quantitative genetics, population genetics and animal breeding theory, and in the genetic and nutritional control of production and efficiency of dairy cattle. Experience is also required in developing and applying the theory of deriving economic breeding objectives for livestock. The candidate should have a proven research track record. The successful candidate will be expected to develop strong research programmes in theoretical and practical aspects of defining economic breeding objectives, with particular reference to dairy cattle, and in strategies of maximising genetic improvement of economic merit in livestock. The incumbent will be expected to make application for additional research funding to the Natural Sciences and Engineering Research Council of Canada and other funding agencies to pursue research interests. This position does not carry any formal teaching responsibilities although involvement and interaction with graduate students, the Department's and Centre's seminars and workshops and participation in scientific meetings is expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary commensurate with qualifications and experience. Address applications with full resume and names of three persons who may be contacted for references not later than January 31st 1988 to: Dr. R.J. Eches, Chairman, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

ART EDUCATION

CONCORDIA UNIVERSITY. Art Education. The Department of Art Education and Art Therapy, Concordia University has a full-time Art Education position available at the level of Associate Professor. The appointee will teach courses at the undergraduate, diploma, M.A. and Ph.D. levels, to supervise M.A. and Ph.D. theses in Art Education. Candidates should have a doctorate in Art Education. An outstanding record of research and teaching at the university level are essential. A wide range of teaching experience in Art Education is also essential. The ability to speak and write French is desirable. Experience in administration or coordination of programmes will be considered an asset. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. Applications will be reviewed by March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: Search Committee, Attention: David Parisei, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 2M5.

CONCORDIA UNIVERSITY. Art Education. Pending funding, the Department of Art Education and Art Therapy, Concordia University, will have a full-time position in Art Education at the level of Assistant Professor or Lecturer. The appointee will teach courses at the undergraduate, diploma, and M.A. levels. Candidates should have a M.A. in Art Education. Experience in teaching at the university and in the schools is essential and the ability to speak and write French is desirable. Experience in administration or coordination of programmes will be considered an asset. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. Applications will be reviewed by March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: Search Committee, Attention: David Parisei, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 2M5.

CONCORDIA UNIVERSITY. Art Education. Pending funding, the Department of Art Education and Art Therapy, Concordia University, will have a full-time leave replacement in Art Education at the level of Associate Professor. The appointee will teach courses at the undergraduate, diploma, M.A. and Ph.D. levels and supervise M.A. and Ph.D. theses in Art Education. Candidates should have a doctorate in Art Education. An outstanding record of research and teaching at the university level are essential. A wide range of teaching experience in Art Education is also essential. The ability to speak and write French is desirable. Experience in administration or coordination of programmes will be considered an asset. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. Applications will be reviewed by March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: Search Committee, Attention: David Parisei, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 2M5.

ART HISTORY

NOVA SCOTIA COLLEGE OF ART & DESIGN. Art History. Initial three-year appointment at the rank of Assistant or Associate Professor. Contract to commence July 1, 1988. Responsibilities: To teach survey courses and undergraduate electives. Qualifications: A PhD degree and a minimum of three years teaching experience are desirable. Salary Dependent upon qualifications and according to the College salary grid. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Closing Date: February 15, 1988. Address letter of application, detailed Curriculum Vitae and names of references to Scott MacDougall, Dean of Academic Affairs, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6. Please refer to file No. 803 in your letter.

CARLETON UNIVERSITY. Art History. Subject to budgetary approval, the Department of Art History at Carleton University invites applications for a tenure-track position at the level of Assistant Professor beginning July 1, 1988. Qualifications include Ph.D. or professional equivalent, teaching experience, an established research program, and ability to teach courses and supervise research at the M.A. level in an interdisciplinary setting, primarily in historical Canadian art. Also required are teaching expertise in some area(s) of European and/or architectural history and an interest in undergraduate teaching from introductory through fourth year honours levels in European and Canadian fields. Applications should be sent by February 15, 1988, to Dr. Marilyn Marshall, Chair, Department of Art History, Carleton University, Ottawa, Ontario, K1S 5B6, Tel. (613) 564-7156. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. Both men and women are encouraged to apply.

UNIVERSITY OF TORONTO. Department of Fine Arts/Equivalent Department of History of Art. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor to commence July 1, 1988 (minimum salary at this rank for 1987-88 is Canadian $30,000), subject to budgetary approval. Ph.D. required. Major area of specialization should fall within Renaissance through Baroque art in Northern Europe, a field which normally includes but is not limited to art in the Low Lands between the fifteenth and seventeenth centuries. University level teaching experience and a record of scholarly publication appropriate to career status are sought. Applicants should submit by February 15th, 1988 a curriculum vitae and samples of scholarly work and should arrange to have at least three letters of recommendation sent directly to Professor J.W. Shaw, Chairman, Department of Fine Art/History of Art, University of Toronto, Toronto, Canada M5S 1A1. Applications from candidates of all nationalities will be considered, but in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Postdoctoral Fellow. A position sponsored by an external agency is available in clinical biochemistry to study human alkaline phosphatases at the University of Alberta. Candidates should possess a PhD degree and have an interest in enzymology. Salary commensurate with experience. Send curriculum vitae and curriculum vitae and the names of three individuals to serve as references to: Dr. R.A. Stinson, Room B-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G3. The University of Alberta is committed to the principle of equity in employment

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Applications are invited for the following three positions which are available immediately: **BEHAVIOURAL ECOLOGY:** a tenure-track position available at the Assistant Professor level in the general area of Behavioural Ecology. The successful candidate is expected to contribute to the Department's Behavioural Ecology graduate program in the teaching and supervision of graduate students, and to participate in the Department's undergraduate teaching program. Applicants should have a demonstrated competence in the study of evolution and behaviour. **INSECT PHYSIOLOGY/BIOCHEMISTRY:** a tenure-track position available at the Assistant Professor level for an insect physiologist/biochemist in the Department of Biological Sciences. Area of research specialization open. The successful candidate will develop a graduate course in insect physiology and its relationship to pest management, and will contribute to the departmental undergraduate teaching program, possibly in developmental biology and/or animal physiology. He/She will develop a vigorous research program involving the training of graduate students and will participate in the Department's Master of Pest Management program. **PESTICIDE BIOCHEMISTRY/TOXICOLOGY:** a tenure-track position available at the Assistant/beginning Associate Professor level for a person with expertise in the use, biochemistry and toxicology of pesticides. The successful candidate will develop courses dealing with the mode of action and use of chemical pesticides to service the Master of Pest Management and Environmental Toxicology programs. He/she will also contribute to other areas of the biological sciences curriculum and will develop a productive, independent research program including the training and supervision of graduate students. Area of research open. Applicants should submit an up-to-date curriculum vitae, an outline of research interests, selected reprints of published research, and request three letters of reference be sent to: Dr. L.M. Srivastava, Chairman, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Closing date for applications is February 29, 1988 or when the positions are filled. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to the attention of those individuals legally entitled to work permanently in Canada

BIOLOGY

UNIVERSITY OF NEW BRUNSWICK. Department of Biology - Fredericton requires a Geneticist who will teach introductory genetics and upper year courses in his/her area of expertise. The successful candidate will be expected to carry out a rigorous research program. Preference will be given to candidates who can contribute to the Botany program on the undergraduate and graduate level. However, all suitable applicants will be considered. Applicants should submit a letter of application, a statement of their research interests, and a curriculum vitae with names of three potential referees to Richard T. Riding, Chairman, Department of Biology, University of New Brunswick, Bag Service No. 45111, Fredericton, N.B. E3B 6E1. Closing date is 1 March 1988 or as soon as the appointment is filled. The position begins 1 July 1988. The position is contingent upon budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for a one-year sabbatical replacement position. An applicant should hold a Ph.D. and have an interest in Limnology. Duties will include teaching both introductory and upper level courses. Subject to budgetary approval, the position will be filled July 1, 1988. This appointment will be at the rank of Assistant Professor. The 1987-88 salary range for this rank is $28,689 to $41,300. Each application should include a curriculum vitae and three letters of reference, and should be sent to Dr. Robert G. Thompson, Head, Department of Biology, Mount Allison University, Sackville, N.B. E0A 3C0. Closing date for receipt of applications is February 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF SASKATCHEWAN. Biology. Applications are invited for a tenure-track position at the Assistant Professor level in comparative vertebrate physiology, starting 1 July, 1988. Applicants should have a Ph.D. and a strong commitment both to teaching and to research. Submit curriculum vitae and names, address and telephone numbers of at least three referees to Dr. T.A. Steeves, Acting Head, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. In accordance with Canadian immigration requirements, applications from Canadian citizens and landed immigrants will be given priority. The closing date is 31 January, 1988

BOTANY

BRANDON UNIVERSITY. Department of Botany. Applications are invited for a one-year position as a sabbatical replacement at the Assistant Professor level beginning August 1, 1988. The Assistant Professor salary range for 1987/88 is $30,033.00 - $43,701.00. Teaching duties will include six half courses in the areas of General Biology, Microbiology, and Cell Biology. Modification of these assignments is possible. Research experience in one of the aforementioned fields is desirable. A Ph.D. or equivalent is required. Applications with Curriculum Vitae and three letters of reference should be sent to: Dr. Evan H. Pepper, Chairman, Department of Botany, Brandon University, Brandon, Manitoba, R7A 6A9. Applications will be accepted until March 1, 1988. The filling of this position is subject to approval by the Board of Governors.

BUSINESS

TRINITY WESTERN UNIVERSITY. Business. a) Position - Full Professor b) Qualifications - Ph.D. required, plus extensive teaching experience in a Christian college context and some practical business experience c) Teaching Marketing, Business Law, Management and Advertising and with ability to integrate one's discipline with a biblical Christian faith. Write to - Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Rd., Langley, B.C., Canada, V3A 4R9. Trinity Western University has an evangelical Christian orientation and is chartered by the province of British Columbia and grants B.A., B.Sc., and B.Ed. degrees. e) Opening for September 1988.

UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Marketing, Production/Operations Management, Business Policy, and Human Resources Management/Industrial Relations. Ph.D or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

McGILL UNIVERSITY. Business Administration: 1 Assistant Professor, Associate Professor and Full Professor in such functional specialties as Accounting Finance, Marketing, International Business, Policy, Management Information Systems, Management Science, Production/Operations Management, Organizational Behavior and Industrial Relations 2 Ph.D and interest in both teaching and research. A past publication record essential for appointment above the Assistant Professor level 3 Teaching at the B.Com., MBA and Ph.D.

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KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1

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levels in Day or Evening programs at the McGill Faculty of Management. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Morty Yalovsky, Associate Dean - Academic, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Que. H3A 1G5. Effective date of appointment: August 1, 1988. Closing date to receive applications: January 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in accounting and (f) finance. Doctorate in hand or near completion is required for tenure track appointment. Masters with professional designation will be considered for term appointments in accounting. Visiting appointment is also possible. Rank and salary depend on qualifications. Salary is competitive. Appointment effective July 1, 1988, or by arrangement. This is an opportunity for professors who would like to work in a collegial, non-departmentalized environment with opportunities for research and for professional involvement. Applications will be accepted until the positions are filled. Interested candidates should send their c.v. to: Dr. Jack K. Ito, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan S4S 0A2.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for tenure track faculty positions in accounting and/or auditing. A Ph.D. or a Ph.D., in progress, is required. A balance between effective teaching and scholarly research/publication is required. Our expanding School includes an accounting co-op program that is now in its seventh year. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: Chairperson, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1

BROCK UNIVERSITY. Department of Management and Marketing. Applications are invited for tenure track positions in: (1) Business Policy (including Introductory Business/Management); (2) Human Resource Management; (3) Operations Management; and (4) Marketing. DBA or PhD in Business required. ABDs in these fields expecting to complete in the near future will also be considered. A commitment to undergraduate teaching and research is expected. Please send your curriculum vitae and the names of three referees to: D. Wayne Channon, Chairperson, Department of Management and Marketing, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for two tenure-track positions and at least one term position in the areas of Marketing, Human Resource Management, Accounting, and Finance. Preference will be given to applicants with Ph.D.'s in one of the above disciplines but the M.B.A. or professional designation is the minimum qualification. Duties include undergraduate teaching in one or more of the above areas. Positions will be filled effective July 1, 1988. The rank at which these appointments will be made, and the 1987-88 salary ranges for these ranks are as follows: assistant professor $28,689 to $41,300; associate professor $35,568 to $57,924; professor $44,740 to $69,962. Applications, including a curriculum vitae, and the names of three referees, should be sent to: Dr. John Read, Head, Department of Commerce, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

CONCORDIA UNIVERSITY. Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. Applications are invited for full-time, tenure-track faculty positions in Management Information Systems, effective June 1, 1988. Salary and rank will be commensurate with the successful candidates' experience and qualifications. As a minimum, applicants should be nearing completion of their Ph.D. dissertation. Applicants should have a strong research orientation. Teaching at both graduate and undergraduate levels will be expected. One visiting appointment is also available in the Production/Operations Management or Management Information Systems area for the year 1988-89. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, which should include a curriculum vitae and the names of three academic references, should be sent to: Dr. Martin Kusy, Chairman, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, H3G 1M8.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Marketing/Promotion/International Business/Business Policy; (iv) Information Systems; (v) Production/Management Science. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be dependent on qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications in Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Qualification for tenure track positions in all disciplines is Ph.D. or completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate, depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with interest in positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3

CHEMISTRY

LAKEHEAD UNIVERSITY, Department of Chemistry invites applications for an assistant professorship/tenure track in the area of physical chemistry with the appointment effective from July 1, 1988. Candidates for the position must possess a Ph.D. degree together with a strong record of academic achievement and preferably, should have one or two years of relevant postdoctoral research and/or university level teaching experience. The successful candidate will be expected to teach at both the undergraduate and graduate levels and to initiate an active research program. Applications from persons currently in the later stages of NSERC URF appointments, or with industrial or applied research interests in the central area of physical chemistry are encouraged. This appointment is subject to final budgetary approval. Application, including a detailed curriculum vitae and the names and addresses of three referees, should be sent by February 29, 1988 to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer

CLASSICS

WILFRID LAURIER UNIVERSITY. Classics. The Department of Classics, Wilfrid Laurier University, Waterloo, invites applications for a one-year limited term appointment in Classics at the Assistant Professor level for the academic year 1988-89. The position is subject to final budgetary authorization and will be open until filled. The successful applicant will have a strong background in Greek and Roman civilization as well as Greek language and literature. The appointee will teach undergraduate courses in Greek and Classical languages. The Department wishes to encourage applications from candidates with a Ph.D. completed by the time of appointment, and a strong record of research/publication, and with teaching experience. Salary is negotiable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send application as well as curriculum vitae and the names of three academic referees to Dr. Jack Zeyl, Department of Classics, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Wilfrid Laurier University is implementing steps to become a smoke-free environment.

UNIVERSITY OF GUELPH. Department of Languages & Literatures. The University of Guelph invites applications for a probationary appointment in Classics at the Assistant Professor level. We seek a good generalist, committed to teaching a wide range of courses in classical studies, including both Greek and Latin, to senior undergraduate levels. PhD. and teaching experience are required. The appointment will begin on July 1, 1988. Salary will depend on qualifications. The appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with curriculum vitae and the names of 3 referees, should be sent by February 29, 1988 to Dr. Manfred W. Kremer, Chairman, Department of Languages and Literatures, University of Guelph, Guelph, Ontario N1G 2W1

THE UNIVERSITY OF WESTERN ONTARIO. Classical Studies. Applications are invited for an eight-month, limited term appointment as lecturer commencing September 1, 1988, or a twelve-month, limited term appointment as assistant professor commencing July 1, 1988, depending on qualifications. Field of specialization is open. Applications with CV and names of three referees should be sent by February 15, 1988 to Professor D.E. Gerber, Chairman, Department of Classical Studies, Talbot College, University of Western Ontario, London, Ontario N6A 3K7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Position is subject to budget approval.

CLOTHING & TEXTILES

UNIVERSITY OF ALBERTA. Clothing & Textiles. Professor - Summer Session. Applicant must have Ph.D. and both teaching and extensive field research experience in socio-cultural aspects of clothing. Required to teach Summer Session course, "Field Research Methods". July 4-22, 1988. Salary $2,676. Application with c.v., transcripts and names of 3 referees should be sent to Dr. B. Crown, Chairperson, Dept. of Clothing & Textiles, U. of Alberta, Edmonton, T6G 2N2, before Feb. 29, 1988. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY. The Department of Communication Studies, Concordia University is seeking applications for the position of Professor (1) of Assistant or Associate Professor to commence September 1, 1988 (subject to final budgetary approval). Ability to teach and conduct research in at least one of the following areas: (1) Communication Technology, Society, and Culture; (2) Analysis of Computer Mediated Messages; (3) Organizational Communication; (4) Communication and Development. The successful candidate will have a Ph.D. in hand; degree or experience in Communication Studies; research and publication within the discipline and commensurate with rank; commitment to humanities or critical approach to Communication Studies; a sufficient understanding of written and spoken French to participate in a bilingual interuniversity Ph.D. program. Duties will include teaching at the BA, MA and Ph.D. levels and supervision of MA and Ph.D. theses. The successful candidate will conduct research and engage in scholarly publication, and contribute to the development of the department's new Ph.D. program. Send letter of interest and curriculum vitae to: Personnel Committee, Department Communication Studies, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H3B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: March 1, 1988

COMPUTER SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Department of Computer Science. The Department of Computer Science at the University of Western Ontario has an opening for a post-doctorate fellow from July 1, 1988 to June 30, 1989. Applicants should have a Ph.D. in Computer Science from an accredited institution, preferably in a field related to one of the following: Cognitive Science, Natural Language Processing, Knowledge Representation, Computer and Human Vision, Image Processing and Graphics. The stipend is $25,000 (Canadian) plus a $2,000 travelling grant. The successful applicant will have available a SUN3/50 workstation (integrated over a larger network), PC access to other computers within the Department (Masscomp 500, VAX 11/780, a variety of micros), and across the University campus (VAX 8650, 8550, ETA-10P). Communication networks will guarantee access to BITNET, UUCP and CDN. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The position will be subject to funds being available. Send applications, before March 31, 1988, to: Professor I. Gargan, Chairman, Department of Computer Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. An Equal Opportunity Employer

CANADA LIFE. Actuary - Jodrey School of Computer Science. Applications are invited for tenure track and three-year term faculty appointments in Computer Science beginning July 1, 1988, and for one-year sabbatical replacement positions beginning September 1, 1988. The duties include teaching, research and participation in the usual departmental administrative affairs. Candidates for these appointments should have a Ph.D. in computer science or a related field although those with an M.Sc. will be considered for the limited term positions. Rank and salary will be commensurate with qualifications and experience. Evaluation of applications will begin on February 1, 1988. Send curriculum vitae and names and phone numbers of at least three referees to: Dr. T. Muldner, Chairman of Selection Committee Jodrey School of Computer Science, Acadia University, Wolfville, NS B0P 1X0. For further information, contact the above address, phone (902) 542-2201, or send electronic mail: CSDPT@ACADIA on bitnet, or csdept%ausol.usdpt on uucp. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadians and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY OF WATERLOO. Department of Computer Science. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The government of the Province of Ontario has awarded a five-year (renewable) centre of excellence in information technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The Department of Computer Science and the Institute for Computer Research are housed in the William G. Davis Computer Research Centre, a new building with 300,000 sq.ft. dedicated to computer research laboratories. The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered; candidates with research interests in artificial intelligence, hardware and software systems, or symbolic computation are strongly encouraged. Salary is commensurate with experience. Applications for women candidates and recent Ph.D. graduates are particularly welcome. Inquiries should include a curriculum vitae, and the names of three references and should be directed to the chairman, Prof. John A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; brzozo@awlear waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

COMPUTER SCIENCE & ENGINEERING

THE UNIVERSITY OF WATERLOO, Research Associates and Definite Term Faculty. The Ontario government has recently awarded a centre of excellence in information technology to the University of Waterloo and the University of Toronto (with the participation of Queen's University and the University of Western Ontario). Research Associates and definite term Faculty positions are available at the University of Waterloo in all areas of Computer Science and Electrical Engineering relevant to Information Technology. Applications should be sent to either Professor John A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or, Professor A.W. Mabe, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University encourages both women and men to apply

COMPUTER SCIENCE & MATHEMATICS

BRANDON UNIVERSITY. Department of Mathematics and Computer Science. Applicants are invited for a full-time tenure track position and a sabbatical replacement appointment at the Assistant Professor level, effective July September 1, 1988 (subject to funding). Applicants should have a Ph.D. in some area of Mathematics and/or Computer Science. Applicants must show promise of teaching experience and ability. Salary will be based on qualifications and experience. Rank for an Assistant Professor in 1988/89 will be a minimum of $30,033. Brandon University offers equal employment opportunities to qualified male and female applicants. Applications should include second curriculum vitae, a covering letter stating interests relevant to this position, qualifications, three letters of recommendations from referees in professional positions to Dr. D. Pickering, Chairman, Department of Mathematics and Computer Science, Brandon University, Brandon, Manitoba, R7A 6A9 EAN: picring@cs.uoft.cdn. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

CULTURAL STUDIES

TRENT UNIVERSITY. Cultural Studies Program. The Cultural Studies Program, an Honours undergraduate interdisciplinary program which draws together the fields of literature, social and cultural theory, communication, film, visual art, theatre, music and comparative literature invites applications for two positions at the Assistant Professor level. (i) a two year limited term position at the Assistant Professor level, in the areas of mass media, the sociology and cultural interpretation of mass communicated culture, the foundations of social and cultural theory (including Marx Weber, and Frankfurt School) and modern social and cultural theory (including Weber, the Frankfurt School and reflections on cultural production), and (ii) a one year limited term position at the Assistant Professor level, in the area of film, its history, theory, and place in society from the silent period to the contemporary, including European film and video, in the context of the phenomenological, semiological, and thematic aesthetic approaches. A background in the problems of modernity, the relationships between politics and culture, and the artistic movements of the twentieth century is an asset. Candidates should have a Ph.D or equivalent. Duties will include teaching three courses and some administrative work. Salary will be commensurate with experience and qualifications. Starting date: July 1, 1988. Applicants are requested to forward a letter of application, the names of three referees, and a curriculum vitae, showing qualifications and previous experience in addition, they should arrange for the three references to be forwarded independently. Deadline for receipt of all materials, including references, is January 30, 1988. Applications, references, and further enquiries may be directed to: Professor John Fekete, Chairman, Cultural Studies Program, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Clinical Dental Sciences. Paediatric Dentistry. Applications are invited for a full-time tenure track position as Assistant Professor in Paediatric Dentistry. Candidates must have completed a postgraduate programme in Paediatric Dentistry and preferably have a graduate degree should send curriculum vitae and names of three references to: Dr. Robert Fischer, Associate Dean, Clinical Dentistry Services, 102 Alhabasca Hall, University of Alberta, Edmonton, Alberta, T6G 2E8.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. School of Criminology. 1. The School of Criminology is inviting applications in relation to one (1) faculty position at the Lecturer level which, subject to final budgetary approval, will be available from the start of the academic year 1988/89. The School has a well-established undergraduate program with some 650 majors in criminology. The teaching faculty is multi-disciplinary in composition, consists of some 16 full-time members. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy and Northern Conference Resource Centre. 2. Master's degree in social work, counselling or a related discipline; experience in, and knowledge of, the criminal justice system. Note: In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. To act as liaison between the School and criminal justice agencies; to establish field placements for undergraduate students; to place and supervise students in these placements; and to teach the prerequisite course to the field placement (Professional Ethics and Interpersonal Skills in Criminal Justice). 4. Salary: Dependent upon qualifications and experience. 5. Applications will be treated in confidence, and should be sent, together with curriculum vitae and the names and addresses of at least three referees to: Professor Neil T. Boyd, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. The successful candidate may commence his/her duties on 1 September 1988. 7. Applications will be accepted until 31 January 1988.

CROP SCIENCE

UNIVERSITY OF GUELPH. Biotechnology - Plants. Two Research Associate positions are available for one year appointments with possible renewal in: (1) Cereal cytogenetics (oats and), b) Molecular cytogenetics of Hordeum species. The microspore culture position will be part of a team working on the development of Double Haploid lines for transformation, mutation and selection in wheat, barley and maize. Applicants should have a Ph.D. in plant science with microspore culture experience. Beyond the Ph.D level. The molecular cytogenetic position involves the development of molecular probes for identifying chromosomes as well as RFLP mapping and gene isolation. Applicants should have a Ph.D. in genetics or molecular biology with experience such as cloning, restriction fragments in situ hybridization. Salary will be commensurate with qualifications. Please send a C V with names of 3 references to: Dr. K.J. Kasha, Professor, Crop Science Dept., University of Guelph, Guelph, Ontario, Canada, N1G 2W1, by January 31st, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

DRAMA

UNIVERSITY OF REGINA. The Department of Drama at the University of Regina invites applications for the following positions: ARTIST-IN-RESIDENCE: to teach voice and movement for the stage. This appointment is normally renewable for a second year. Applicants should have undergone professional training and worked in professional theatre; experience in teaching acting skills is also desirable. ASSISTANT PROFESSOR: to teach Theatre, History, Greek and Roman Drama and Theatre Practice. Ten month appointment Ph.D required. Teaching experience an asset. ASSISTANT PROFESSOR: this is a tenure track position required to direct productions and advanced acting. Will also be expected to direct departmental productions. Desirable qualifications: an M.F.A. in Drama or equivalent professional experience. Teaching experience required. Appointment to be made for the academic year 1988-89. Curriculum vitae and the names of three referees should be sent by March 1, 1988 to: Dr. Martin Bergbusch, Associate Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

EAST ASIAN STUDIES

McGILL UNIVERSITY. Centre for East Asian Studies. Applications are invited for a two year position, subject to final budgetary approval, in modern economic history of Japan at the assistant professor level commencing at $32,474) beginning September 1, 1988. The successful candidate will have a Ph.D. in hand or finishing, a teaching record of publications, Japanese language skills to carry on research using primary source materials, experience in teaching both undergraduate and graduate courses in economic history, and ability and willingness to help build an interdisciplinary program in East Asian Studies. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are asked to send a curriculum vitae and arrange to have three letters of reference sent to Dr. F. Joseph Shaw, Director, Centre for East Asian Studies, 3434 McTavish Street, Montreal, Quebec, H3A 1X9. The deadline for applications is February 15, 1988.

ECONOMICS

ACADIA UNIVERSITY. Department of Economics. Applications are being invited for a limited-term (sabbatical replacement) appointment at the rank of Lecturer or Assistant Professor, commencing July 1, 1988. Applications should have Ph.D. completed or near completion. Preference will be given to applicants who have the background to teach at the undergraduate level and conduct research. Fields of specialization are open. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Op-

Responsibilities include teaching in preclinical and clinical courses and active research for which ample time and excellent clinical and laboratory facilities are available. The position offers exciting opportunities to an individual committed to an academic career, and is available July 1, 1988 or as soon as possible thereafter. Salary will be dependent on qualifications and experience and is subject to final budgetary approval. One day per week of extra-mural private practice is available. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Canadian immigration regulations require this advertisement to be directed to Canadian citizens and permanent residents. Candidates are requested to forward a letter of application, including the names and addresses of three referees the Selection Committee might contact. A current curriculum vitae should also be included. Deadline for receipt of material is March 31, 1988. Applications or further enquiries may be directed to: Dr. J.G. Silver, Head, Department of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C. Canada, V6T 1Z7; Telephone: (604) 228-4597.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Clinical Dental Sciences. Assistant Professor. Applications are invited for a full-time tenure track position as Assistant Professor in the Department of Clinical Dental Sciences with particular interest in the disciplines of operative dentistry and fixed and removable prosthodontics. Completion of an accredited graduate programme in one of the disciplines would be an asset. Responsibilities include teaching in preclinical and clinical courses and active research, for which excellent facilities are available. Starting date is flexible, but July 1, 1988 would be preferred. Salary will be dependent on qualifications and experience and is subject to final budgetary approval. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Canadian Immigration regulations require this advertisement to be directed to Canadian citizens and permanent residents. Candidates are requested to forward a letter of application and curriculum vitae. In addition, they should arrange for three references to be forwarded independently. Deadline for receipt of material is March 31, 1988. Applications or further enquiries may be directed to: Dr. J.G. Silver, Head, Department of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C. Canada, V6T 1Z7; Telephone (604) 228-4597.

portunity. Employer. Applications including curriculum vitae, and names of references should be forwarded to: Dr. R.A. Ffrench, Chairman, Department of Economics, Acadia University, Wolfville, Nova Scotia B0P 1X0.

YORK UNIVERSITY. Faculty of Arts. Department of Economics. Applications are invited for tenure-track positions and/or sessional appointments, subject to authorization and budget approval. Rank and salary commensurate with qualifications and experience. At the Assistant Professor level, candidates are expected to have a PhD degree (o expected in 1988), and to show potential of becoming recognized scholars and good teachers. At the Associate Professor level, candidates are required to demonstrate their achievement as established scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and e programme of productive research. Priority given to econometrics and macro economics, but strong candidates in other fields are encouraged to apply. Applications with curriculum vitae and names of three references should be sent to: Professor George Fettis, Chair, Department of Economics, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Closing date for applications is January 31, 1988. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

EDUCATION

UNIVERSITY OF VICTORIA. Faculty of Education. The Faculty of Education will require Sessional Instructors during the 1988 Summer Session. Applications are invited for the following: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Education Foundations; Physical Education; Special Education; Science Education. Undergraduate Courses: Principles of Education; Mathematics Education; Science Education. Social Studies; Reading/Language Arts; Foundations, Educational Psychology; Exceptional Children, Learning Disabilities; Counselling; Media and Library Education. Preference will be given to candidates eligible for employment in Canada at time of application. Women are particularly encouraged to apply. Send application letter and curriculum vitae, by March 1, 1988, to: Dr. R.E. Timmons, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Child and Adolescent Development and Educational Psychology. Applications are invited for two tenure-track positions at the Assistant Professor level, effective July 1, 1988. A Ph.D. or Ed.D. in Educational Psychology or Psychology and successful classroom teaching are minimum requirements. Position 1 - Learning and Child Development: Responsibilities include teaching child development and educational psychology and learning at both the undergraduate and graduate levels, supervision of graduate students, and a demonstrated commitment to research. Position 2: Adolescent Development and Educational Psychology: Responsibilities include teaching adolescent development and educational psychology at both the undergraduate and graduate levels, supervision of graduate students, and a demonstrated commitment to research. University and federal government employment policies require that preference be given to qualified applicants with Canadian citizenship or immigrant status. Women are particularly encouraged to apply. Salary is based on qualifications and experience. Applications which should include curriculum vitae, the names of three referees, and reprints of recent publications, should be sent before February 15, 1988 to: Dr. Brian Hemsley, Chairperson, Department of Psychological Foundations in Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada.

BROCK UNIVERSITY. Faculty of Education. Department of Graduate Studies. Invites applications for a tenure-track position in quantitative educational research within educational administration. Qualifications required 1) Doctorate, 2) a solid publication record and 3) successful teaching experience. Teaching and supervision is primarily at the M.Ed. level with possible work in the Pre-Service and Continuing Studies programs. Salary and rank will be dependent upon qualifications and experience. Appointment commencing July 1, 1988. Applicants, together with curriculum vitae and names and addresses of three referees including academic, professional and current employer (where applicable), should be forwarded by February 1, 1988 to: Dean Peter J. Aiharton, College of Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

LAKEHEAD UNIVERSITY. Faculty of Education invites applications for two tenure track appointments effective 1 July 1988 in: 1) Curriculum and Instruction in Secondary English Education, and 2) Curriculum and Instruction in Visual Arts Education. Candidates should hold a doctorate in the appropriate academic area. Visual Arts candidates should include appropriate background and experiences of the elementary and/or secondary levels. Candidates must hold a teaching certificate, have relevant teaching experience, and provide a record of research and scholarly activity. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Some off-campus teaching may be required, as well as distance education delivery. Rank and salary will be commensurate with qualifications and experience. These appointments are subject to final budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Anne Common, Dean of Professional Studies, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

LAKEHEAD UNIVERSITY. Faculty of Education invites applications for a two-year appointment as the Co-ordinator of Native Language Studies, In Education. This appointment may be renewable contingent on targeted government funding. Candidates should hold as a minimum, a Master's degree in e relevant discipline or an equivalent combination of academic credentials and work experience, demonstrate a knowledge of Algonquian languages especially Cree and Ojibwe, demonstrate qualifications and experience in second language education, and be aware of and sensitive to the culture of Native people. Candidates must hold a teaching certificate. Duties will include an appropriate combination of administration, teaching, practicum supervision and scholarship. Send curriculum vitae and the names of three referees to: Dr. Dianna Common, Dean of Professional Studies, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

UNIVERSITY OF ALBERTA. Department of Secondary Education. Music Education. Applications are invited for a Music Education position in the Department of Secondary Education at the Assistant Professor level (salary floor $31,612 per annum). Date of appointment (budget permitting) July 1, 1988. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in music education, development of general teaching skills through supervision of field experience and related course work and graduate student supervision. While the successful candidate will be involved primarily with the preparation of teachers for secondary schools, ability to present effective instrumental music education at elt levele is necessary as work with preparing teachers for elementary schools may be required. In addition the successful candidate would be an assel. Doctorate (or near completion) and teacher certification required. The University of Alberta is committed to the principle of equity in employment. Closing date is March 15, 1988. Applications including a current curriculum vitae and names of referees should be sent to: Dr. Ken G. Jacknicke, Chairman, Department of Secondary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Science Education. Applications are invited for a Science Education position in the Department of Elementary Education at the assistant professor level ($31,612 - $45,304 per annum, under review). Date of appointment July 1, 1988. Duties will include undergraduate and graduate teaching in science education, development of general teaching skills through course work and practicum supervision as well as graduate thesis supervision. The successful candidate will be expected to be involved with the preparation of teachers for elementary schools and to be actively committed to research. Both a doctorate (or near completion) and teacher certification are required. The University of Alberta is committed to the principle of equity in employment but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1988. Applications including a current curriculum vitae and names of three referees should be sent to Dr. Warren B. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Tenure-Track Teaching Position — Mathematics Education. Applications are invited for a Mathematics Education position in the Department of Elementary Education at the assistant professor level (salary floor $31,612 per annum, under review). Date of appointment (budget permitting) July 1, 1988. Duties will include undergraduate and graduate teaching in mathematics education, development in courses concerned with general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Doctorate (or near completion) and teacher certification required. The University of Alberta is committed to the principle of equity in employment. Closing date is January 31, 1988. Applications including e current curriculum vitae and names of referees should be sent to Dr. Warren B. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Tenure-Track Teaching Position — Early Childhood Education. Applications are invited for an Early Childhood Education position in the Department of Elementary Education at the assistant professor level (salary floor $31,612 per annum, under review). Date of appointment (budget permitting) July 1, 1988. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in early childhood education, involvement in courses with a focus on general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Expertise in another area of elementary school instruction will be an asset. Doctorate (or near completion) and teacher certification required. In addition the candidate should have teaching experience relevant to early childhood education. The University of Alberta is committed to the principle of equity in employment. Closing date is February 29, 1988. Applications including e current curriculum vitae and names of referees should be sent to Dr. Warren B. Wilde, Cheirman, Department of Elementery Education, The University of Alberte, Edmonton Alberta, Canada, T5G 2G5.

ELECTRONICS

CARLETON UNIVERSITY. Electronics. The Department of Electronics, Carleton University has two sabbatical term replacement positions available for the 1988/89 academic year. Those positions would be at the lecturer/assistant/associate levels, depending on qualifications. Applicants should hold at least e Master of Engineering degree or equivelent. Professional and/or teaching experience is preferred. Duties include teaching of introductory level and/or advanced level courses in hardware electronics, microwaves, communications, solid state electronics, circuits and analog. Qualifications for eligibility for membership, in e Canadian professional engineers' society is preferred. Applications from Canadian immigration requirtaments. this advertisemant is directed to Canadian citizens end permanent residents of Canada in the first instance. Applications including curriculum vitae and names of three referees, should be addressed to: Professor Ma. Copeland, Chenlbem, Department of Electronics, Carleton University, Ottewe, Ontario, K1S 5B6. Salary and rank will be commensurate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

ENGINEERING

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Applications are invited for e tenure-track laculty position at the assistant or associate professor level in the field of Transportation Engineering to teach undergreduate courses in transportation systems and pavement design, and to develop graduate courses and research in e area of expertise. Candidates should hold e Ph.D. or are in the final stages of completing Ph.D. programs. Salary and rank will be commensurate with quelifications and experience. Applications, including curriculum vitae with the names of at least three referees, should be sent to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia B3J 2X4. In accordance with Canadian Immigration requirements this advertisemeni is directed to Canadian citizens and permanent residents of Cenedo.

UNIVERSITY OF OTTAWA. Centre of Excellence - Electromagnetic Compatibility. The Centre for Research in Electrical Engineering invites epplicalions for the positions of Research Associates and Research Engineers in the Centre of Excellence in Electromagnetic Compatibility and Interference (EMC/EMI). The Centre is part of the Telecommunication Research Institute of Ontario (TRIO) and several principal investigators in the wide areas of telecommunications. Several junior and intermediate positions are available in the Centre to deal with emphasis on electrostatic discharge (ESD) and other transient phenomena. A Ph.D. (research associate) or M.A.Sc. (research engineer) is required with hands-on experience in the above areas. Salary up to CAN 45 0003 depending on qualifications. Applications should be sent to Dr. S.S. Sluchi, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Caneda. The University encourages both women and men to apply.

ROYAL MILITARY COLLEGE OF CANADA. Department of Electrical and Chemical Engineering. Applications are invited for a faculty position in Nuclear Engineering at the Assistant Professor level, effective July 1, 1988. The successful candidate will be required to teach in English at the undergraduate and graduate levels, and to conduct research. Knowledge of both official languages would be an advantage as would the ability to teach in French. The department has a CANDU/PROFE reactor facility. Present areas of research include neutron activation analysis, neutron radiography, nuclear physics, simulation and energy management optimization. A PhD or equivelent is preferred although an appointment at the Lecturer level might be considered for a candidate who has a PhD but has not completed. Selaries are competilive and in accordance with professionel quelifications and experience. In accordance with Canadian Immigration requirements, this position is ollered to Canadian citizens and permanent residents of Canada. The position is open equally to female and male candidates. Please send a curriculum vitae, a summary of research interests and the names and addresses of three referees, by March 15, 1988, to: Dr. R.F. Mann, Head, Department of Chemistry and Chemical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0; Tal: (613) 541-6272. Pour obtenir une version trancaise de cetle annonce, s'adresser à: Dr. N. Gauthier, Adjoint au principal (613) 541-6286.

McGILL UNIVERSITY. Department of Electrical Engineering. Posts at the level of Professional Associate are available in the VLSI Laboratory of the Department of Electrical Engineering. One requires sufficient experience with UNIX, TCP/IP and networking to manage a computer system based on a network of Sun's and micro Vax's. The other involves the support and development of an advanced package of CAD tools for VLSI circuit design. Qualifications include of leest e Bachelor's degree in Electrical Engineering or Computer Science and at least two years of relevant experience. In conformity with Canada's Immigration laws this advertisement is directed in the first instance to Canadians and Landed Immigrants. Enquiries should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal PQ H3A 2A7; Tel: (514)398-7120.

McMASTER UNIVERSITY. Dept. of Materials Science & Engineering. Applications are invilad for e tenure track faculty position at the level of Assistent Professor commencing July 1, 1988. The department has a strong research effort which is amplified by its involvement in the multi-department McMastar Institute for Materials Research, and in the newly formed Ontario Centre for Materials Research. Applications are sought from candidates with interests in the processing and properties of advanced materials, with preference being given to candidates with backgrounds in polymeric or composite structures and. Candidates should possass a recent Ph.D. degree in Materials Sciance or a related field. The successful applicant will be expected to develop a strong research program and to teach at both the undergraduate and graduate level. Applicants should have a strong undergraduate curriculum vitae along with the names and addresses of at least three referees to: Dr. D.S. Wilkinson, Chairman, Department of Materials Science and Engineering, 1280 Main Street West, McMaster University, Hamilton, Ontario, Caneda L8S 4L7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Water Resources. Applications are invited for a term position in Water Resources in the Department of Civil Engineering. The position will be at the Assistant Professor level. Candidates should have a Ph.D. and will be required to lead undergraduate and graduate courses and to conduct research. The Water Resources group in the Department has a strong commitment to Water Resources Systems Analysis and applicants with a background in the Environmental Systems area are especially encouraged to apply. The Department of Civil Engineering also has an interest in Third World Engineering and Education and the successful candidate may be expected to participate in programs arising from this interest. Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens or permanent residents. Applications, including curriculum vitae with the names of at least three referees should be sent to Professor H. Cohen, Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 before February 15, 1988

CARLETON UNIVERSITY. Geomechanics/Solid Mechanics. The Department of Civil Engineering invites applications for a position in geomechanics/solid mechanics at the Assistant Professor level beginning July 1988. Applicants should have completed their Ph.D. in civil Engineering with a specialization in geomechanics. The department seeks outstanding candidates whose research interests emphasize experimental geomechanics. The applicants must indicate a strong interest in research in experimental research. Preference will however be given to those candidates who combine their experimental interests with a theoretical potential basis. The successful candidate is expected to participate in the teaching of mechanics and geomechanics at both graduate and undergraduate levels and to supervise students at the masters and doctoral level and participate in administrative functions of the Department. Membership, or eligibility for membership, in a Canadian professional engineer association is preferred. The candidate is expected to develop a strong theoretical and experimental research program. Salary commensurate with experience and qualifications. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Applications including curriculum vitae and names of three referees should be sent to Dr. Warren S. Wilde, Chairman, Department of Civil Engineering, Carleton University, Ottawa, Ontario K1S 5B6. Women, as well as from qualified men, are welcome. Interested applicants should send a detailed curriculum vitae, list of major Journal publications and the names of at least four referees to: Professor A.P.S. Selvadurai, Chairmen, Department of Civil Engineering, McGill University, Ottawa, Ontario K1S 5B6.

McGILL UNIVERSITY. Professeiona! Position. An opening exists in the VLSI Design Laboratory of the Department of Electrical Engineering for a professional associate to assume the responsibility for custom integrated circuit design. Candidates must have a MEng degree and a minimum of two years' industrial experience in CMOS custom IC design using the SDC CAD tools. Duties include supervision of graduate students in design and maintenance of the design tools. In accordance with Quebec and Canadian immigration requirements this advertisement is directed at Canadian citizens and permanent residents in the first instance. Applications together with a detailed curriculum vitae should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, PQ, H3A 2A7.

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are invited for one or possibly two (subject to availability of funds) tenure track faculty positions, preferably at Assistant Professor level. The candidate for the first position should possess a Ph.D. having an emphasis in the area of Ergonomics, Human Factors or Human Systems Engineering but with a strong background in other Systems Engineering fields. The candidate for the second position should possass e Ph.D. in Systems Engineering and Information Technology with a background in probabilistic modelling. Successful candidates will be expected to teach both undergreduate and graduate courses, supervise graduate students, and establish and maintain an active research program. Applications with complete curriculum vitae and the names of three referees should ba sant to Prof. M. Chandrashekar, Chairman, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Although this advertisement is directed to Canadian citizens and permanent residents, other qualified candidates are also encouregad to apply. Applications from women candidates are particularly welcome.

CARLETON UNIVERSITY. The Department of Mechanical and Aeronautical Engineering of Carleton University has plans for a graduate undergraduate program in aerospace engineering and has term or tenure track appointments available in solid mechanics and aerospace structures at the assistant/associate level. The position in aerospace structures requires advanced qualifications and experience in composite structures and design. This person will be required to take responsibility for curriculum development in this subject area. A Ph.D. in mechanical or aeronautical engineering, or aquivalent, is required; teaching experience would be an asset. Membership, or eligibility for membership, in a Canadian professional engineering society is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applications, including curriculum vitae and names of three referees, should be addressed to Professor H.I.H. Saravanamuttoo, Chairman, Department of Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, K1S 5B6. Salary and rank will be commensurate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

CONCORDIA UNIVERSITY. Electrical & Computer Engineering. Concordia University, Montreal, invites applications for a tenure track position at all levels in the area of Computer Engineering. The areas of particular interest are computer architecture, computer systems and computer aided design. Applicants should have completed their Ph.D. by the time of the appointment. Duties will include teaching undergraduate and graduate courses in computer architecture. The Department of Electrical and Computer Engineering at Concordia is basically oriented toward research; consequently, an applicant should have a strong interest in research as well as teaching. The language of instruction is English. Interested candidates should send their resumes and names and addresses of at least three references to: Jeremiah F. Hayes, Chairman, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Electrical & Computer Engineering. The Department of Electrical and Computer Engineering of Concordia University is seeking applications for a full time tenure track faculty position in Electrical Engineering and Systems. Candidates should have a Ph.D in Electrical Engineering and a demonstrated ability to conduct significant independent research and teaching. Candidates should have considerable experience in the design of power converters, electric machines, power electronics and other modern control techniques. Industrial experience in modern drive systems design and development is considered very important. Applicants should send their curriculum vitae to: Jeremiah F. Hayes, Chairman, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd. W. Canada, H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Electrical and Computer Engineering. The department invites applications for tenure track tacuity positions at the Assistent, Associate or Full Professor levels in all areas of Computer Engineering. Our primery interest le in candidates with Computer Architecture background, particularly in the field of parallel or distributed processing. Candidates should have a strong interest in research as well as commitment to teaching at the undergraduate and graduate level. Hardware related courses. Medium of instruction le English. An earned doctorale is required. Dagrees in Computer Engineering or in Electrical Engineering. Salary and benefits are extremely attractive and negotiable. The department provides an excellent environment and opportunity for graduate and undergraduate research groups in many areas. The department and the university have excellent computer facilities, modern teaching and research labs and support staff. Interested candidates should submit resumes with the names of three referees to: Jeremiah H. Hayes, Chairman, Electrical and Computer Engineering Department, Concordia University, 1455 de Maisonneuve Blvd.W., Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send curriculum vitae, representative publications, and three letters of reference to Professor G.D. Killam, Chairman, Department of English, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Subject to final budgetery approval.

ENGLISH/ LANGUAGE ARTS

UNIVERSITY OF VICTORIA. English/Language Arts. Applications are invited for a tenure-track position in the English/Language Arts at the Assistant Professor rank, duties to begin July 1, 1988. Candidates must have an earned

persons specializing in the areas: circuits and systems, communications, control systems/robotics, microwave integrated circuits, energy systems, and VLSI design. The level of the appointments and salary will be commenerate with the qualitications of the candidate. The candidate must have a doctoral degree and a strong commilmant to research and teaching. The University of Waterloo has a policy of preferring recent Ph.D.'s for appointment to tenure track positions, normelly to a rank of Assistant or Associate Professor. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

UNIVERSITY OF OTTAWA/UNIVERSITE D'OTTAWA. Département de Génie Chimique/Department of Chemical Engineering. Applications are invited for a tenure-track position at the rank of Assistant Professor. The successful candidate must have a Ph.D. in Chamical Engineering or closely related fiald, and should be able to teach effectively in both Franch and English. Duties include the teaching of undergraduate and graduate courses, research involving supervision of M.A.Sc. and Ph.D. students, and participation in departmental and university activities. Experience in the fiald of Reaction Kinetics and Catalysis would be a distinct asset. In addition, the candidate must be particularly interested in attecting women candidates. Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste est seulement offert aux citoyens canadiens ou aux résidents permanents. Nous espérons pomber le poste pour le 1er juillet 1988. Faire parvenir les offres de services avec curriculum vitae, une liste des publications ainsi qu'un exposé du programme de recherche projeté, les noms et edresses de trois personnes susceptibles de fournir des recommandations, dans les plus brets délais à: Dr. G. Ross Chaimbers, Chairman, Department of Chemical Engineering, University of Ottewa, Ottewe, Canada, K1N 9B4.

ENGLISH

SAINT MARY'S UNIVERSITY. Department of English. Applications are invited for a three-year limited term appointment at the Lecturer level and a tenure-track appointment at the Assistant Professor level, effective 1 September, 1988. Ph.D. is required. Candidates should have research expertise in at least two areas of literature before later than the medieval period. Duties consist of teaching two sections of Introductory English and one advanced course. Applications, supported by three letters of reference, and postmarked no later than February 15, 1988, should be addressed to: Dr. R. Michael McDonnell, Chairperson of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Department of English. Applications are invited for the position of Visiting Scholar in Residence. This is a half time, twelve-month appointment. In the Department of English effective July 1, 1988, subject to funding. The successful applicent will teach one class per semester and be working on research of some significance. Please send a complete curriculum vitae, a description of the research project and three letters of reference to: Professor D. de Villiers, Deen of Arts, University of Regina, Regina, Sask. S4S 0A2. Closing dale is February 15, 1988. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. English. Applications are invited for two tenure-track positions at the rank of Assistant Professor, one in Restoration and Eighteenth-Cantury literature and the other in Critical Theory. The Ph.D. is essential; teaching experience and publications are desirable. These appointments will commence on 1 July 1988, and are subject to budgetary approval. Applications should include curriculum vitae, transcripts, and the names of three references to Dr. P.T. Millard, Chairperson, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. In accordence with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of English. Applications are invited to have a tenure-track Assistent Professorship in English. Desirable areas of specialisation would include Contemporary Critical Theory, Nineteenth-Century Studies and Commonweelth Studies. The appointment is effective 1 July 1988 Candidates must have a Ph.D. Deadline for applications is 15 February 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send curriculum vitae, representative publications, and three letters of reference to Professor G.D. Killam, Chairman, Department of English, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Subject to final budgetery approval.

doctorate degree completed as of September 1, 1988, and public school teaching experience. The position requires knowledge of the domain of English language education, particularly in writing, speaking and listening, and instruction, at expertise in that field as well as a clearly-defined area of research activity. The candidate must be committed to teach both undergraduate and graduate courses as well as supervise graduate students. Content of the load will be at the primary and intermediate levels of the curriculum. The position will also require the ability to supervise student teachers at these levels. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Women are particularly encouraged to apply. Letters of application, a curriculum vitae, and the names of three persons familiar with the work and potential of the applicant should be sent by February 15, 1988 to: Dr. Peter O. Evans, Chairman, Dept. of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

EXTENSION

UNIVERSITY OF SASKATCHEWAN. Extension & Community Relations. Applications are invited for a tenure track position with responsibility in program co-ordination primarily in non-degree studies, particularly in the area of the Fine and Performing Arts. The appointment, effective as soon as possible, is at the assistant professor or extension specialist level depending on qualifications and experience. Special consideration will be given to applicants with post-graduate degree(s) in adult education. Send curriculum vitae and three references to: R.E. Brack, Director, Division of Extension and Community Relations, 104 Kirk Hall, University of Saskatchewan, Saskatoon, Sk. S7N 0W0. Position open until filled.

UNIVERSITY OF SASKATCHEWAN. Extension & Community Relations. Applications are invited for a tenure track position with responsibilities in instructional design and program co-ordination primarily in part-time degree studies. The appointment, effective as soon as possible, is at the assistant professor or extension specialist level depending on qualifications and experience. Special consideration will be given to applicants with post-graduate degree(s) in adult education. Send curriculum vitae and three references to: R.E. Brack, Director, Division of Extension and Community Relations, 104 Kirk Hall, University of Saskatchewan, Saskatoon, Sk. S7N 0W0. Deadline for applications is March 1, 1988.

FILM/VIDEO

YORK UNIVERSITY. Faculty of Fine Arts. Department of Film and Video. A Master's stream appointment effective 1 September, 1988 (subject to budgetary approval). To teach in the areas of location videography and cinematography (with special emphases on lighting for documentary and commercial endeavors, Betacam technique, and single-camera style practices for television production), preproduction planning, and editing in video and film at both the undergraduate and graduate levels. Candidates must possess the following qualifications: (a) extensive professional experience in videography, cinematography, and preand post-production for broadcast and film, with a commitment to active professional production in the future; (b) M.F.A. or equivalent; (c) significant teaching experience at the university level to both undergraduate and graduate students. Rank and salary commensurate with experience and qualification. Deadline: 1 March 1988. Applicants should send curriculum vitae, and have three letters of reference forwarded independently, to: Chair, Department of Film and Video, Faculty of Fine Arts, York University, North York, Ontario, M3J 1P3. Attention: Production Search Committee. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINE ARTS

UNIVERSITY OF WATERLOO. Fine Arts. The Department of Fine Arts, University of Waterloo, invites applications for an appointment at the rank of Assistant Professor. Applicants should hold a MFA degree or equivalent; should have an established exhibition record; and should have experience in the teaching of studio art to undergraduates, at the university level. Please submit a letter of application, stating the area of specialization which you would be prepared to teach; include a full curriculum vitae and 20 slides of your current work. Arrange to have three letters of reference forwarded to Ann Roberts, Chairman, Fine Arts Department, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for applications is March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. The availability of this position is subject to budgetary approval.

FOOD SCIENCE

ACADIA UNIVERSITY. Department of Food Science. Applications are invited for the position of Head, Department of Food Science, Acadia University, effective July 1, 1988. The Department, which began operation in September of 1987, initially will offer the Bachelor of Science programme in Food Science. It is planned that the Department will grow by 1992 to comprise six professors, two technicians, and a secretery. Students and staff will have access to one of the finest pilot plants in Canada, and will live and work in a thriving agricultural community. The new Head will play a key role in the hiring of staff and the development of the department's programme and reputation. The successful candidate will have a doctorate in Food Science and a well-established record of teaching and research. Some administrative experience would be an advantage but is not essential. This is a tenure-track appointment. Applications, supported by three letters of reference, and postmeiked no later than February 28, 1988, should be addressed to: Dr. T.L. Pearson, Dean, Faculty of Pure and Applied Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

FRENCH

UNIVERSITY OF TORONTO. Department of French. Applications are invited for two one(2) or two contractually-limited term appointments in the area of language, starting July 1 1988. Applicants should have a Ph.D with recent teaching experience in language. The successful candidates will be required to teach language courses at all undergraduate levels. Separate applications for both positions and experience. A letter of application with curriculum vitae and the names of three referees should be sent to Professor Fl. Cave, Chair, Department of French, 7 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Applications will close on March 31 1988. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. The Department of French Language and Literature invites applications for a regular (tenure track) full-time position at the level of beginning assistant professor, to start July 1, 1988. The position is subject to the availability of funds. The primary responsibility will be teaching French-Canadian literature and language at the undergraduate level. Candidates should have a doctorate, appropriate experience in teaching and an appropriate record of publications. Canadian immigration regulations now require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Please send applications, together with a C.V and the names of three referees, to: Dr. John Lee Greene, Chairperson, Department of French Language and Literature, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Tel: (604) 721-7380. Deadline date for applications is February 15, 1988.

THE UNIVERSITY OF MANITOBA. French & Spanish. The Department of French and Spanish of the University of Manitoba requires at least two sessional leave-replacement appointments for a three course load of French language teaching at various levels for the period September 1, 1988 - May 31, 1989. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates with a doctorate will be given essistent professor rank; those without the doctorate will be ranked as Sessional Sessary dependent on qualifications and experience. Send a complete résumé and at least two letters of recommendation to: Dr. J.E. Cisneros, Head, French and Spanish Department, 432 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Closing date for competition is March 31, 1988.

MOUNT SAINT VINCENT UNIVERSITY. French. Mount Saint Vincent University invites applications for a one-year appointment in French (with possibility of renewal). Appointment will be at the assistant professor level. Applicants should have a doctorate. Those with Ph.D. near completion will be considered rank of lecturer. Research and experience in francophone language teaching required. Knowledge of literery theory is also desirebe. Principal duties: teaching in undergraduate language programs at all levels; possibility of teaching French literature or civilization courses. Applicents should send a covering letter stating interests relative to this position, curriculum vitae and the names of three referees, no later then March 1, 1988, to Sister Patricia Mullins, Dean, Humanities and Science, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and to legal residents of Canada.

YORK UNIVERSITY. Faculty of Arts. Department of French Studies. Two tenure-track positions in French Linguistics, rank and salary dependent on qualifications and experience. Area of specialization open. Candidates should hold a PhD or Doctorate in French Linguistics, and be prepared to teach a broad range of specialized courses in French Language and Linguistics. Relevant publications an asset. Knowledge of Canadian French would be advantageous, and the ability working knowledge of English is desirable. These positions may also include some practical language instruction at the elementary, intermediate, or advanced levels. Mastery of both spoken and written French is expected. Applications will be accepted until February 15, 1988. Candidates should submit their curriculum vitae, and arrange for three letters of reference to be sent directly to: Professor Noel Corbett, Acting Chair, Department of French Studies, Faculty of Arts, York University, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of French Studies. One or more contractually-limited (3 years) positions in language instruction at the rank of assistant professor in the alternate stream (special appointment stream for Instructors involved exclusively in language instruction) of the Department of French Studies commencing July 1, 1988. The teaching responsibilities of the candidate will be in language instruction exclusively. The candidate should hold an MA in French Studies preferably in Teaching French as a Second Language. Preference will be given to candidates with experience in teaching university French courses at different levels, experience directing multi-section language courses, and experience in the design and development of French teaching materials. Publication of language materials is a definite asset. Excellent knowledge and mastery of French is required. Very good working knowledge of English is desirable. Applications will be accepted until February 15, 1988. Candidates should submit their curriculum vitae, and arrange for three letters of reference to be sent directly to: Professor Noel Corbett, Acting Chair, Department of French Studies, Faculty of Arts, York University, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of French and Spanish. Applications are invited for two positions: a one-year sabbatical replacement position and a one-year term position which may become tenure track. Applicants should hold a doctorate with native or near native fluency in French, and teaching experience at the university level. The successful applicants will teach undergraduate courses in the French language and literature at the elementary and intermediate levels, as well as Advanced Spoken Language, Stylistics, Linguistics, Medieval/Renaissance Literature and French-Canadian Literature. Subject to budgetary approval, the positions will be filled July 1, 1988. These appointments will be at the rank of Assistant Professor, with $27,887-$40,300 salary ranges for these ranks are $28,689 to $41,300. Each application should include a curriculum vitae and the names of three referees, and should be sent to Dr. Peter Allan, Acting Head, Department of French and Spanish, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Department of French. Applications are invited for 2 possible tenure track appointments at the rank of Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate, have native or near-native command of French with some experience in university teaching, and will be required to teach primarily language improvement courses at the undergraduate level, with the possibility of teaching in at least one of: French Canadian Literature, Syntax, Comparative Structure/Lexicology. Salary commensurate with qualifications and experience: $27,887-$40,300 (1987-88 scale). Send letter of application, including full curriculum vitae and names of three referees, to: Dr. D.F.G. McIntyre, Chairman, Department of French, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. These appointments are subject to budgetary approval, and will take effect on or after 1 July, 1988, with closing date for competition declared when positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Department of Modern Languages and Literatures. French Studies Section. Applications are invited for a tenure track position at the rank of Assistant Professor commencing July 1, 1988 to teach undergraduate courses in French language and Metropolitan French Literature in the French Studies Section of the Department of Modern Languages and Literatures. Applicants should have a Ph.D. in Metropolitan French Literature. Preference will be given to candidates with teaching experience at the university level in French as a second language and in a number of areas of Metropolitan French Literature. Applications, accompanied by a representative sample of publications, a full curriculum vitae and the names of three referees who have been asked to write on the candidate's behalf, should be sent by 31 January, 1988 to: Professor H.B. Lapointe, Chair, Department of Modern Languages and Literatures, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. French. The University of Saskatchewan invites applications for a tenure-track position as Assistant Professor in French language and linguistics, starting July 1, 1988. The candidate should hold a doctorate in French linguistics or a related field. Responsibilities will be teaching language and grammar courses on all levels (including French as a First Language), French and French-Canadian linguistics and other non-literary subjects according to the candidate's academic background (e.g. translation, commercial French). Publications and interest in the study of the French language in Canada, particularly in minority situations, will be considered an asset. Candidates should submit their complete curriculum vitae and arrange for three letters of reference to be sent directly to: Curt J. Wittlin, Head, Department of French and Spanish, University of Saskatchewan, Saskatoon, S7N 0W0. Candidates for information and their files are complete. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE CONCORDIA. Etudes Françaises. Professeur-e de langue spécialisé-e en didactique. Exigences: doctorat (ou l'équivalent); contribution aux recherches en cours; connaissance du milieu compétence des universitaires d'avenir lié à la matière; aptitude pour l'administration. Tâches: 1) enseignement (didactique et français langue seconde); 2) recherche partielle (personnelle ou en équipe); 3) autres activités professionnelles: analyse de programmes et un cours en fin; définition des orientations et de proposer une planification, encadrement des enseignes-e et moniteurs-trices (organisation de classes, allocation des fonctions: rang selon expérience et titres; rémunération et autres conditions selon convention collective en vigueur. Début: 1er juillet 1988 et pouvant mener à la permanence. Date de clôture des candidatures: 1er février 1988. Prière d'envoyer son curriculum vitæ et trois lettres de recommandation à Mme Marthe Catry-Verron, directrice du Département d'études françaises, Université Concordia, 1455, boul. de Maisonneuve O., Montréal, Québec, H3G 1M8. Conformément aux règlements canadiens de l'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

UNIVERSITE YORK. COLLEGE GLENDON. Le Département d'études françaises du Collège Glendon - Université York sollicite des candidatures pour un poste menant à la permanence ou un poste de professeur adjoint ou de chargé de cours. Le domaine de spécialisation est la didactique des langues. Les candidats doivent avoir une maîtrise linguistique appliquée, une bonne expérience de l'enseignement du français langue première ou seconde à des niveaux variés et une connaissance approfondie du matériel pédagogique; ils doivent avoir également une certaine expérience de l'encadrement pédagogique. Fonctions principales: enseignement de cours de langue à tous les niveaux, recherche et participation à l'élaboration de programmes. Salaire conforme à la convention collective (salaire minimum de professeur adjoint et de chargé de cours 1987-88: 30 000$). Entrée en fonction: 1er juillet 1988 ou après. Les candidats sont priés de soumettre une lettre de candidatures, leur curriculum vitæ et de demander à trois répondants de faire parvenir leur recommandation à: Jean-Claude Jaubert, directeur du département d'études françaises, Collège Glendon, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. L'ensemble des documents doit être reçu avant le 1er mais 1988. Conformément aux exigences d'immigration Canada, celle annonce s'adresse aux citoyens canadiens et résidents permanents. L'Université York applique une politique d'équité en matière d'emploi. Nous désirons à se porter candidat(e)s les femmes et les hommes possédant les qualifications requises.

UNIVERSITE LAURENTIENNE (Sudbury, Ontario). Département de français. Le département de français est à la recherche de quatre professeurs. Le département qui occuperait un poste permanent en lettres (françaises et/ou canadiennes) à compter de juillet 1988 a les candidat(e)s doivent détenir le doctorat, avoir une bonne expérience dans l'enseignement et l'administration et un solide dossier de recherche. Le traitement selon l'expérience et le dossier des publications Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens Canadiens et aux résidents permanents seulement. Pour renseignements ou candidatures, s'adresser à Président, Comité de sélection, Département de français, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

SAINT MARY'S UNIVERSITY. Department of Modern Languages and Clestes. Applications are invited for a three-year limited-term position in French at the rank of Assistant Professor level. The position will commence September 1, 1988. Duties within trade teaching undergraduate French language classes and research. A Ph.D. (completed or near completion) required. Also experience in university teaching. A successful candidate will be fully bilingual in French and English. Salary commensurate with qualifications and experience. Canadian citizens and permanent residents are invited to apply. Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent by 31st January, 1988. Dr. Collin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following position: Associate or Assistant Professor Urban Geography. A renewable tenure-track position, subject to final budgetary approval commencing 1st July 1988. Ph.D. required. The applicant is required to teach urban-economic geography, regional development and transportation. The appointee is expected to supervise graduate and research activities of the Department. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent by 31st January, 1988. Dr. Collin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following position: Assistant Professor: Physical Geography and Geology A renewable tenure-track position, subject to final budgetary approval commencing 1st July 1988. Ph.D. required. The appointee is required to teach physical geography, geology and remote sensing. The appointee is expected to contribute to the graduate and research activities of the Geography Department and the Centre for Earth and Ocean Science Research. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent by 31st January, 1988. Dr. Collin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following position: Assistant Professor: Physical Geography and Geology A renewable tenure-track position, subject to final budgetary approval commencing 1st July 1988. Ph.D. required. The appointee is required to teach physical geography, geology and remote sensing. The appointee is expected to contribute to the graduate and research activities of the Geography Department and the Centre for Earth and Ocean Science Research. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent by 31st January, 1988. Dr. Collin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

THE UNIVERSITY OF ALBERTA. Department of Geography. Climatologist. Applicants are sought for a tenure-track position in Climatology at the Assistant Professor level beginning July 1, 1988. Ph.D. required. The applicant is expected to teach undergraduate and graduate courses A strong research, teaching and publication record is desirable. The applicant is expected to contribute to the graduate and research activities of the department. Applicants with research interests appropriate to the World Climate Research Programme (WCRP) are particularly sought. Please send applications with resume, transcripts, three letters of publications, plus names and addresses of three referees to: Dr. John Hodgson, Chairman, Department of Geography, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing Dale: 30 April 1988 The University of Alberta is an equal opportunity employer but in accordance with Canadian immigration raquirements, this advertisement is directed to Canadian citizens and paimenent residents.

UNIVERSITY OF WATERLOO. Department of Geography. The Department of Geography invites applications for two tenure track appointments at the Assistant Professor level beginning September 1988. One appointment will be for a person with research expertise related to the biophysical aspects of global environmental change and the other for a person with research expertise related to social and/or economic aspects of global environmental change Undergraduate teaching actively will focus upon physical geography, air photo interpretation and remote sensing, cartography, quantitative methods, and international development. Expertise in these areas at doctoral education is being sought In at least one of these appointments The Department of Geography is part of the Faculty of Environmental Studies which includes a School of Architecture, a School of Urban and Regional Planning and a Department of Environment and Resource Studies. Geography programs include an undergraduate general degree, an honours degree and a co-op honours degree program and at the graduate level, Master's and Ph.D. programs. Closing date is March 15, 1988. Women are particularly encouraged to apply. Ph.D. by date of appointment is required. It is the intention of the University of Waterloo to fill its vacancies from the pool of candidates appointed as Assistant Professors wherever possible. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval Application should include a curriculum vitae and names of three referees. Apply to Dr. R. Mitchell, Chair Dept. of Geography, University of Waterloo, Waterloo, Ontario, N2L 3G1.

THE UNIVERSITY OF WESTERN ONTARIO Geography. The Department of Geography, The University of Western Ontario, invites applications for one or more full time positions to fill the appointment positions from September 1, 1988 until April 30, 1989. Applicants should have, or be close to completing a Ph.D. and possess expertise in teaching at the introductory and general level in one or more of the following fields: human festpecially urbaneconomic and social fields), physical geography, and GISenvironmental geography Successful applicants will have responsibility for teaching undergraduate courses. Course loads and salaries subject to negotiation. Applications (with Curriculum Vitae and names of 3 referees) should be sent to Prof. N.Dr. R.W. Butler, Chairman, Department of Geography, The University of Western Ontario, London, Ontario N6A 5C2. Closing date for applications is February 29, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer.

THE UNIVERSITY OF WESTERN ONTARIO Geography. The Department of Geography, The University of Western Ontario, invites applications for 3 limitedterm faculty positions for up to three years. The appointments will be in the fields of cartography, physical geography (climatology preferred) and regional geography (Developing World or North America preferred). The appointments will be at the Assistant Professor level and the Ph.D. is required. The successful applicants will be expected to teach two undergraduate courses, conduct research, and be involved in undergraduate and graduate student supervision. Salaries subject to negotiation. Starting date is July 1, 1988; deadline for applications is February 29, 1988. Applications, with Curriculum Vitae and names of three referees) should be sent to Dr. R.W. Butler Chairman, Department of Geography, The University of Western Ontario, London, Ontario N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada An equal opportunity employer.

GEOLOGICAL SCIENCES

UNIVERSITY OF BRITISH COLUMBIA. Geological Engineer. The Department of Geological Sciences at The University of

GEOGRAPHY

CARLETON UNIVERSITY. Department of Geography. Applications are invited for a tenure-track position at the Lecturer or Assistant Professor level beginning 1 July 1988. Applicants should be prepared to teach a range of undergraduate courses in human geography and possibly environmental management. Preference will be given to candidates with teaching experience. Familiarity with the instructional use of microcomputers will be an asset. Applicants should have a Ph.D. or be close to completion. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. Applications should include a curriculum vitae and names of three referees. Open to both women and men. Closing date February 15, 1988. Apply to: Dr. Iain Wallace, Chair, Department of Geography, Carleton University, Ottawa, Ontario K1S 5B6.

BRANDON UNIVERSITY. Cartographer. Temporary, 6 month position, contingent on funding, commencing July 1st 1988 (December 1st 1988 considered). Masters degree required, practical experience essential and some experience desirable. Person to teach introductory cartography and serve as chief cartographer for the department's well equipped cartography lab. Send letter of application, curriculum vitae, and three letters of reference. In accordance with Canadian immigration requirements Canadian citizens and permanent residents will be given priority. Apply: John C. Everitt, Chair, Department of Geography, Brandon University, Brandon, Manitoba, Canada. R7A 6A9

BISHOP'S UNIVERSITY. Geography. Applications are invited for a one-year sabbatical replacement position in Geography for the academic year 1988-89. This appointment is contractually limited and salary will be commensurate with qualifications. Candidates will have, or be expected to have a Ph.D. in Geography, or be near completion of the degree, and have some teaching experience at the university level. The successful candidate will be expected to teach courses in introductory economic geography and geography (methods) as well as undergraduate courses in two of the following areas: cartography, agricultural geography, biogeography, environmental management, agricultural geography and public policy analysis. Course offerings may also include regional or systematic specialization depending upon the qualifications of the successful candidate. The teaching load will be three courses per semester, at the undergraduate level. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering other applications. Send curriculum vitae and the names of three referees to: Professor D.G. Smith, Chairman, Division of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7. The closing deadline is January 20, 1988.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following position: Associate or Assistant Professor Urban Geography. A renewable tenure-track position, subject to final budgetary approval commencing 1st July 1988. Ph.D. required. The appointee is required to teach urban-economic geography, regional development and transportation. The appointee is expected to supervise graduate and research activities of the Department. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent by 31st January, 1988. Dr. Collin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following position: Assistant Professor: Physical Geography and Geology A renewable tenure-track position, subject to final budgetary approval commencing 1st July 1988. Ph.D. required. The appointee is required to teach physical geography, geology and remote sensing. The appointee is expected to contribute to the graduate and research activities of the Geography Department and the Centre for Earth and Ocean Science Research. Candidates must

British Columbia invites applications for a faculty position in Geological Engineering. This tenure track position at the Assistant Professor level is subject to final budgetary approval and will be effective July 1, 1988. We are particularly seeking candidates directed toward chemical and/or physical properties of rocks, as these relate to research interests in resource development in petroleum and mineral deposits. A background in physics and/or chemistry and/or mathematics is essential. A Ph.D. is required. The successful candidate will be expected to develop a strong involvement in the Geological Engineering Program (including undergraduate teaching and participation in field school) and to develop an active research program in his/her area of expertise. Registration, or eligibility for registration, as a professional engineer in the Province of British Columbia is desirable. The University of British Columbia offers equal opportunity for employment to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resumé and the names of three referees, should be sent to Dr. A.J. Sinclair, Head, Department of Geological Sciences, The University of British Columbia, 5339 Stores Road, Vancouver, Canada V6T 2B4. Closing date for applications will be Feb. 15, 1988.

GERMAN

QUEEN'S UNIVERSITY. Germen. Applications is invited for a tenure-track appointment at the rank of Assistant Professor as of 1 July 1988. Applicants should have a Ph.D or equivalent and native or near-native fluency in German. Preference will be given to candidates with expertise in the period of Weimar Classicism, an active interest in research as well as teaching, and a familiarity with contemporary literary theory. Candidates of both sexes are equally encouraged to apply. The duties of the position will involve teaching German language and literature courses at all levels, undergraduate and graduate, as well as normal faculty responsibilities. Salary will be commensurate with qualifications and experience, but not less than the 1987-88 floor of $29,700. Applicants should send a curriculum vitae and arrange for three confidential letters of reference to be sent to Patrick O'Neill, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario K7L 3N6 by 15 February 1988. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

HISTORY

UNIVERSITY OF GUELPH. History. The Department of History, University of Guelph, invites applications for one or possibly two tenure-track positions in the history of Nineteenth Century Canada or Modern Europe, preferably with an emphasis on comparative social history or migration studies. Candidates should be prepared to teach undergraduate courses in European and/or Canadian History and be willing to participate in Master's and Doctoral supervision in these fields. Appointment is to be effective at the Assistant or Junior Associate Professor level and will be effective July 1, 1988, subject to budgetary considerations. Ph.D. or equivalent, teaching experience and some publications are preferable. Salary commensurate with qualifications. Applications, including curriculum vitae and three letters of reference should be sent to David R. Farrell, Chairman, History Department, University of Guelph, Guelph, Ontario N1G 2W1 Application date will remain open until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. History. The Department of History of McMaster University invites applications for a one-year, contractually-limited junior appointment in modern British History. A Ph.D. is required. The minimum salary for an Assistant Professor in 1987-88 is $29,491. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. R.J.A. Talbert, Chairman, Department of History, Chester New Hall, Room 201, McMaster University 1280 Main Sfreet West, Hamilton, Ontario L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1988. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

MOUNT ALLISON UNIVERSITY. Department of History. Applications are invited for three one-year sabbatical replacement positions in 1) Modern Canadian History (including an introductory course in Atlantic Canada), 2) a combination of Medieval and Renaissance Europe (including an introductory course in western civilization); and 3) a combination of modern British, French and/or Russian history courses. Applicants should hold Ph.D's. Subject to budgetary approval, the positions will be filled July 1, 1988. These appointments will be at the rank of Assistant Professor. The 1987-88 salary range for this rank is $28,889 to $41,300. Each application should include a curriculum vitae and the names of three referees, and should be sent to Dr. Peter Penner, Head, Department of History, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is February 15, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

TRENT UNIVERSITY. History. Applications are invited for a tenure track position in European history at the Assistant Professor level, to teach Russian or Early Modern Europe/British. Applicants with a competence in Social History are encouraged to apply. Applicants should also have a Ph.D. and teaching experience. Applications, accompanied by a full curriculum vitae and three letters of reference, should be sent to Prof. J. Syrett, Chair, Dept. of History, Trent University, Peterborough, Ont. K9J 7B8. The closing date for applications is 15 February, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. History. Applications are invited for a tenure track position in the history of twentieth-century Canada to commence July 1, 1988. Applicants should have a Ph.D., teaching experience, and significant publications. Rank and salary will accord with the successful applicant's qualifications. (In 1987-88 the assistant professor floor was $29,700.) Male and female candidates are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor R.W. Malcolmson, Deputy Chairman, Department of History, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for completed applications is March 18, 1988.

UNIVERSITY OF VICTORIA. Sessional Appointments. Subject to need and funding, the History Department of the University of Victoria anticipates appointing sessional instructors in the following areas: Nineteenth and Twentieth Century Canadian History; Medieval History; British History and Modern European History. In accordance with Canadian immigration requirements and the hiring policy of the University of Victoria, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2

UNIVERSITY OF VICTORIA. Department of History. Applications are invited for two tenure track appointments at the Assistant Professor level. The first appointment is in the history of France and the second appointment will be in the history of Canada able to teach comparative courses in one of the following areas: military/war and society; history of science, or international relations. In accordance with Canadian immigration requirements and the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

BROCK UNIVERSITY. History. Applications are invited for a one-year appointment as Visiting Assistant Professor in Canadian History to teach the pre- and post- Confederation surveys offered by two members taking sabbatical leaves. Areas of responsibility include teaching these two undergraduate survey courses: History 2F74 "Canada to 1864" in Winter Evening session and History 2F84, "Canada since 1867" in Summer Day session as well as assisting with other undergraduate courses as needed. Candidates would be expected to have a PhD and relevant teaching experience. Starting date for the appointment would be 1 July, 1988. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. W. B. Turner, Chairman, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until 1 March, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. History. Applications are invited for a part-time lecturer to teach an undergraduate course: History 2F80, "The Thirteen Colonies" in Spring Evening session. The date would be April, 1988 to 1 July. Applicants should have a PhD or be near completion. Applications, including curriculum vitae and three letters of reference should be sent to Dr. W. B. Turner, Chairman, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until 1 March, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

CONCORDIA UNIVERSITY. The Department of History. Concordia University invites applications for a tenure track position in Women's History with a focus on the history of Europe. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applications should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of History. Concordia University invites applications for a tenure track position in Canadian History. Preference may be given to applicants with the ability to teach U.S. colonial history. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applicants should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. History. Tenure-track position in the history of twentieth-century Europe to commence July 1, 1988. Applicants should have a Ph.D., teaching experience, and significant publications. Rank and salary will accord with the successful applicant's qualifications. (In 1987-88 the assistant professor floor was $29,700.) Male and female candidates are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor R.W. Malcolmson, Deputy Chairman, Department of History, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for completed applications is March 18, 1988.

QUEEN'S UNIVERSITY. History. Sessional (two-year) position, at the rank of assistant professor, in the history of Asia or Modern Britain. To commence July 1, 1988. Ph.D. preferred and female candidates are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor R.W. Malcolmson, Deputy Chairman, Department of History, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for completed applications is March 28, 1988.

ROYAL ROADS MILITARY COLLEGE. History and Political Economy. The Department of History and Political Economy at RRMC invites applications for a tenure track appointment as Assistant or Associate Professor level to commence 1 August 1988. The successful candidate will have a Ph.D. or expect to receive it shortly and will be expected to teach courses at both the junior and senior levels of the 4-year Military and Strategic Studies Program. At the junior level the candidate will teach an introductory course in either political science or modern history; at the senior level he or she will teach both in the area of his or her specialization. Appropriate subjects of specialization might include, but are not limited to: International History, Political Theory, Canadian history and politics, public administration, Soviet studies, the Pacific Rim. Salary will be commensurate with qualifications and level of appointment. Send curriculum vitae and the names of three referees to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0. Applications will be received until a suitable candidate is found. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Royal Roads Military College is an equal opportunity employer.

HUMAN DEVELOPMENT

CONCORDIA UNIVERSITY. Human Development. Applications are invited for a faculty member (rank open) to be associated with the Centre for Research in Human Development. The successful applicant will be expected to establish a strong research program complementing the research of Centre members on normal and atypical development across the lifespan. Preference will be given to candidates with expertise and demonstrated research competence in developmental psychopathology (childhood, adolescence or aging) and outstanding candidates in any area of human development will be considered. Duties will include teaching one graduate or undergraduate course per semester and supervision of graduate students. The Centre offers excellent research facilities and is affiliated with a strong graduate program in the Department of Psychology. Pending budgetary approval, appointment will be made at the Centre and in the department of Psychology, Discipline, at the level of assistant professor, beginning June 1 or September 1, 1988. Send statement of research interests, curriculum vitae, and three letters of reference to: Lisa A. Serbin, Director, Centre for Research in Human Development, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is an equal opportunity employer.

CONCORDIA UNIVERSITY. The Department of History. Concordia University invites applications for a tenure track position in Women's History with a focus on the history of Europe. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applications should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of History, Concordia University, invites applications for a tenure track position in Canadian History. Preference may be given to applicants with the ability to teach U.S. colonial history. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applicants should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. History. Applications are invited for a one or two year limited term position in Canadian and American history, at the Assistant Professor level, to teach in a first year Canadian course and a second year American course on the nineteenth century. Applicants should have a Ph.D. and teaching experience. Applications, accompanied by a full curriculum vitae and three letters of reference should be sent to Prof. John Syrett, Chair, Department of History, Trent University, Peterborough, Ont. K9J 7B8. The closing date for applications is 15 February, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Sessional Appointments. Subject to need and funding, the History Department of the University of Victoria anticipates appointing sessional instructors in the following areas: Nineteenth and Twentieth Century Canadian History; Medieval History; British History and Modern European History. In accordance with Canadian immigration requirements and the hiring policy of the University of Victoria, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of History. Applications are invited for two tenure track appointments at the Assistant Professor level. The first appointment is in the history of France and the second appointment will be in the history of Canada able to teach comparative courses in one of the following areas: military/war and society; history of science, or international relations. In accordance with Canadian immigration requirements and the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Box 1700, Victoria, B.C. V8W 2Y2.

BROCK UNIVERSITY. History. Applications are invited for a one-year appointment as Visiting Assistant Professor in Canadian History to teach the pre- and post- Confederation surveys offered by two members taking sabbatical leaves. Areas of responsibility include teaching these two undergraduate survey courses: History 2F74 "Canada to 1864" in Winter Evening session and History 2F84, "Canada since 1867" in Summer Day session as well as assisting with other undergraduate courses as needed. Candidates would be expected to have a PhD and relevant teaching experience. Starting date for the appointment would be 1 July, 1988. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. W. B. Turner, Chairman, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until 1 March, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

CONCORDIA UNIVERSITY. The Department of History. Concordia University invites applications for a tenure track position in Women's History with a focus on the history of Europe. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applications should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of History, Concordia University, invites applications for a tenure track position in Canadian History. Preference may be given to applicants with the ability to teach U.S. colonial history. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applicants should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. History. Applications are invited for a one or two year limited term position in Canadian and American history, at the Assistant Professor level, to teach in a first year Canadian course and a second year American course on the nineteenth century. Applicants should have a Ph.D. and teaching experience. Applications, accompanied by a full curriculum vitae and three letters of reference should be sent to Prof. John Syrett, Chair, Department of History, Trent University, Peterborough, Ont. K9J 7B8. The closing date for applications is 15 February, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Sessional Appointments. Subject to need and funding, the History Department of the University of Victoria anticipates appointing sessional instructors in the following areas: Nineteenth and Twentieth Century Canadian History; Medieval History; British History and Modern European History. In accordance with Canadian immigration requirements and the hiring policy of the University of Victoria, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Department of History. Applications are invited for two tenure track appointments at the Assistant Professor level. The first appointment is in the history of France and the second appointment will be in the history of Canada able to teach comparative courses in one of the following areas: military/war and society; history of science, or international relations. In accordance with Canadian immigration requirements and the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Closing date for applications is February 15, 1988. Applicants should send a curriculum vitae and three letters of reference to: Dr. Ian MacPherson, Chairperson, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

BROCK UNIVERSITY. History. Applications are invited for a one-year appointment as Visiting Assistant Professor in Canadian History to teach the pre- and post- Confederation surveys offered by two members taking sabbatical leaves. Areas of responsibility include teaching these two undergraduate survey courses: History 2F74 "Canada to 1864" in Winter Evening session and History 2F84, "Canada since 1867" in Summer Day session as well as assisting with other undergraduate courses as needed. Candidates would be expected to have a PhD and relevant teaching experience. Starting date for the appointment would be 1 July, 1988. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. W. B. Turner, Chairman, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until 1 March, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

CONCORDIA UNIVERSITY. The Department of History. Concordia University invites applications for a tenure track position in Women's History with a focus on the history of Europe. Ph.D. and teaching experience required. Rank is Assistant Professor. Salary commensurate with qualifications. Applications should send curriculum vitae and three letters of reference to: Dr. Graeme Decarie, Chair, History Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The closing date for application is April 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INDUSTRIAL RELATIONS

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business Administration. Applications are invited from individuals with completed PhD's in the area of industrial and labour relations, to fill a one year visiting position effective July 1, 1988. Candidates must have experience teaching collective bargaining, contract administration, labour history, and labour law in the Canadian context. A strong record of research in IR would be beneficial. Please send resumes by February 28, 1988 to: Professor Craig C. Pinder, Faculty of Commerce and Business Administration, UBC, Vancouver, B.C. V6T 1Y8.

JOURNALISM

CARLETON UNIVERSITY. Mass Communication. Applications are invited for a tenure track position at the Assistant Professor level, starting July 1, 1988. Applications should be submitted by March 1, 1988; the position is subject to budgetary approval. Candidates are expected to have in hand, or near completion, a Ph.D. in communication or a related field. While other areas will be considered, preference will be given to demonstrated teaching/research interests in two or more of the following areas: cultural methods, media history, communication policy, international media systems. Send curriculum vitae, copies of recent publications and names of three referees to The Chair, Mass Communication Hiring Committee, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Carleton University is an equal opportunity employer.

LAW

UNIVERSITY OF MANITOBA. Law. Faculty of Law, University of Manitoba invites applications for tenure track or limited term teaching positions for possible appointments commencing July 1, 1988. Applications, accompanied by a curriculum vitae and the names of three referees may be directed to Dean D.T. Anderson, Faculty of Law, Robson Hall, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Positions are subject to budgetary approval.

UNIVERSITY OF NEW BRUNSWICK. The Faculty of Law at the University of New Brunswick invites applications for a tenure track appointment at junior or associate professor level, commencing July 1, 1988. The position is subject to budget approval. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and names of three referees, may be sent to: Dean Karl J. Dore, Faculty of Law, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

MANAGEMENT

UNIVERSITY OF WATERLOO. Management Sciences. Applications are invited for a two-year definite term position (full-time) as Lecturer or Assistant Professor in organizational behaviour. Possible renewal after the two-year term depends upon the availability of funds. Applicants should have at least a Master's degree A Ph.D. and previous teaching and industrial experience is desirable. The responsibilities of the selected individual will be limited to teaching the introductory course in Organizational Behaviour four sections a year undergraduate students with backgrounds in engineering and other areas. Send a curriculum vitae and the names of three referees to: Professor S.D. Saleh, Department of Management Sciences, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. The appointment will become effective September 1, 1988. Closing date for receipt of applications is February 15, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

MATHEMATICS

UNIVERSITY OF TORONTO, SCARBOROUGH CAMPUS. Department of Mathematics. Applications are invited for a limited term Assistant Professorship, beginning July 1, 1988, for up to two years. Applications from male and female candidates in any branch of pure or applied mathematics are welcome. Duties consist of research and teaching, and candidates must demonstrate clear strength in both. Applications should be sent to Dr. Peter Taylor, Chairman, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4, and should include a complete curriculum vitae and the names of at least three referees. The deadline is February 15, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Mathematics. The Department of Mathematics at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor beginning in Fall 1988. This position is subject to budgetary approval. Applicants should have a Ph.D. in an area of pure mathematics and demonstrate strong research potential. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be complete, a curriculum vitae of the candidate and three letters of reference, sent directly from the referees, are required. The deadline for applications is January 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. F.A. Zorzitto, Chairman, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, whenever possible. Applications from women candidates are particularly welcome.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Medicine. The University of British Columbia is seeking a Director for the School of Audiology and Speech Sciences. The duties of the position include directing and developing the teaching, research and service programs of the School with programs at the graduate level (M.Sc. and Ph.D.) The individual selected should have a Ph.D. and a strong background in linguistics/phonetics, preferably clinical linguistics. The starting date and salary are subject to negotiation. Applications should send a detailed curriculum vitae and the names of two individuals who will be prepared to act as referees to Dr. W.A. Webber, Dean, Faculty of Medicine, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada. Priority will be given to Canadian citizens and permanent residents of Canada.

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Assistant/Associate Professor. The Department of Medical Microbiology and Infectious Diseases, University of Alberta invites applications from individuals holding a PhD and/or MD degree and at least three years of postdoctoral research experience in an area of microbial (viral, bacterial, protozoal or fungal) pathogenesis. Salary range: Asst. Prof. $31,612 - $45,340; Assoc. Prof. $39,620 - $57,236. Successful candidates will be eligible to apply for salary and establishment funding support by competitive application from a major granting agency, such as the Alberta Heritage Foundation for Medical Research. Establishment support covers costs of setting up a new laboratory with major and minor equipment and operating funds for two years. Successful applicants will devote a minimum of 75% of their time to research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for applications is February 15, 1988. Please submit applications consisting of detailed curriculum vitae, statement of research program, reprints of the applicant's five most significant publications and the names of three referees to: Dr. David L. J. Tyrrell, Chairman, Department of Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2H7, Canada. The University of Alberta is committed to the principle of equity in employment.

MODERN LANGUAGES

MOUNT SAINT VINCENT UNIVERSITY. Modern Languages. Applications are invited for a tenure-track position at the assistant professor rank. A Ph.D. in (French) linguistics is required. Applicants with Ph.D. near completion will be considered (rank of lecturer). Experience in the teaching of French and Linguistics at the undergraduate level is desirable. Experience in program evaluation is an asset. The successful applicant will be required to teach Linguistics and French language courses. Applicants should send a covering letter stating interests relative to this position, curriculum vitae, and the names of three referees, no later than March 1, 1988 to Sister Patricia Mullins, Dean, Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

MUSIC

McMASTER UNIVERSITY. Music. The Department of Music of McMaster University invites applications for a tenure-track appointment in Music at the Assistant Professor level. The requirements are a Ph.D. or equivalent training and professional achievement in Music Theory/History with an emphasis on Criticism, coupled with an ongoing research or creative activity in the field of specialization, and clear indication of ability to teach effectively at the level. Expertise and experience in some area of performance is an asset. Duties will consist of taking an active role in the growth of the M.A. program in Music Theory/Criticism, and teaching a variety of undergraduate courses, including an introductory course in music appreciation. Salary dependent upon qualifications; the minimum salary for an Assistant Professor in 1987-88 is $29,491. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. H.K. Hartwell, Chairman, Department of Music, Togo Salmon Hall 429, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1988. Applications will be accepted until February 1, 1988. (Please note that candidates who have previously applied for this position and who wish to have their files kept active need only an update to their curriculum vitae.) In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

QUEEN'S UNIVERSITY. Position in Music. Position: Tenure track appointment at the rank of Assistant Professor. Qualifications: Doctorate in Composition, or equivalent; record of creative activity and accomplishment. Teaching experience and knowledge of undergraduate courses in music an asset. Duties: Teaching of undergraduate courses in Theory, Composition and Analysis; general courses as appropriate. Possibility of teaching graduate level courses at a later date. Salary: Commensurate with rank and experience (Assistant Professor floor for 1987/88: $29,700). Appointment Date: September 1, 1988. Closing Date: March 1, 1988. Applications: Letters of application together with curriculum vitae and three letters of reference should be sent to: Dr. F.R.C Clarke, Director, School of Music, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply.

ST. FRANCIS XAVIER UNIVERSITY. Department of Mathematics and Computing Sciences at St. Francis Xavier University invites applications for a tenure-track position in mathematics, subject to budgetary constraints. The department has currently eleven members and is looking for individuals with a strong commitment to undergraduate teaching and research. The department teaches 27 different undergraduate mathematics courses and offers major and honours programs. A Ph.D. is required for a tenure-track appointment. Ability to teach introductory computer science courses is desirable. Rank is negotiable, depending on experience. In accordence with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, names of three references to: Dr. Ernst J. Schwaiger, Chair, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0, Canada.

CONCORDIA UNIVERSITY. Department of Mathematics, Invites applications for a tenure track position at the Assistant Professor level starting June 1, 1988. Applicants must have experience in Actuarial Mathematics. Recent Ph.D.s preferred. Duties include research and teaching. Candidates should have demonstrated potential for strength in both. C.V. and the names of three referees should be sent to: Dr. M.A. Malik, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY, Department of Mathematics, Invites applications for two limited term appointments at the Assistant Professor level for 1988-89. Applicants should have a proven ability for research. Duties include teaching and research. The Department offers courses in Mathematics, Statistics, Operations Research and Actuarial Mathematics. C.V. and the names of three referees should be sent to: Dr. M.A. Malik, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited for a tenure-stream position in Applied Mathematics at the level of Assistant Professor. This position is subject to internal budgetary approval and is to begin July 1, 1988. The University of Toronto encourages both men and women to apply. Candidates should have a Ph.D. and demonstrate clear strength in both research and teaching. Priority will be given to candidates of exceptional promise working in fundamental problems in their field. Applicants should send their complete curriculum vitae, together with a list of publications and at least three recent letters of reference sent directly to: Professor D.R. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. To insure full consideration, applications and letters of reference should be received by February 15, 1988.

WILFRID LAURIER UNIVERSITY. Department of Mathematics. The Department of Mathematics of Wilfrid Laurier University invites applications for one or two (depending on budgetary approval) faculty positions at the Assistant Professor level beginning July 1, 1988. The position is anticipated to be tenure-track. Duties will include teaching at the undergraduate level and research. Candidates should hold a Ph.D in mathematics or a related area of statistics or computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in statistics or computer science will be an asset. Applications, including curriculum vitae, copies of recent publications and the names of three referees, should be sent to Dr. M. Kilgour, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Applications will be received until February 29, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Mathematics. The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor beginning in Fall 1988. This position is subject to budgetary approval. Applicants should have a Ph.D. in an area of pure mathematics and demonstrate strong research potential. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be complete, a curriculum vitae of the candidate and three letters of reference, sent directly from the referees, are required. The deadline for applications is January 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. F.A. Zorzitto, Chairman, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, whenever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Medicine. The University of British Columbia is seeking a Director for the School of Audiology and Speech Sciences. The duties of the position include directing and developing the teaching, research and service programs of the School with programs at the graduate level (M.Sc. and Ph.D.) The individual selected should have a Ph.D. and a strong background in linguistics/phonetics, preferably clinical linguistics. The starting date and salary are subject to negotiation. Applications should send a detailed curriculum vitae and the names of two individuals who will be prepared to act as referees to Dr. W.A. Webber, Dean, Faculty of Medicine, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada. Priority will be given to Canadian citizens and permanent residents of Canada.

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Assistant/Associate Professor. The Department of Medical Microbiology and Infectious Diseases, University of Alberta invites applications from individuals holding a PhD and/or MD degree and at least three years of postdoctoral research experience in an area of microbial (viral, bacterial, protozoal or fungal) pathogenesis. Salary range: Asst. Prof. $31,612 - $45,340; Assoc. Prof. $39,620 - $57,236. Successful candidates will be eligible to apply for salary and establishment funding support by competitive application from a major granting agency, such as the Alberta Heritage Foundation for Medical Research. Establishment support covers costs of setting up a new laboratory with major and minor equipment and operating funds for two years. Successful applicants will devote a minimum of 75% of their time to research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for applications is February 15, 1988. Please submit applications consisting of detailed curriculum vitae, statement of research program, reprints of the applicant's five most significant publications and the names of three referees to: Dr. David L. J. Tyrrell, Chairman, Department of Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2H7, Canada. The University of Alberta is committed to the principle of equity in employment.

MODERN LANGUAGES

MOUNT SAINT VINCENT UNIVERSITY. Modern Languages. Applications are invited for a tenure-track position at the assistant professor rank. A Ph.D. in (French) linguistics is required. Applicants with Ph.D. near completion will be considered (rank of lecturer). Experience in the teaching of French and Linguistics at the undergraduate level is desirable. Experience in program evaluation is an asset. The successful applicant will be required to teach Linguistics and French language

ter/Bass. Position: Instructor in Voice. Duties: Responsibilities are: teaching voice to Classical and Jazz students; director of University Singers and Jazz Choir; teaching Music History. Theory courses. Qualifications: Masters Degree or equivalent; University teaching experience. Rank: Lecturer. Appointment: Starting September 1, 1988. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Send resume, recent cassette, and three letters of recommendation to: Bernadine Burke, CND, Chair, Department of Music, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Announcement of Faculty Position in Music. Position: Active Performer and Instructor. Duties: Responsibilities include teaching guitar and bass. Direction of student guitar ensembles. Performance on bass in active faculty jazz quintet. Other duties include classroom instruction in some of the following areas: Improvisation, Jazz History (styles), Jazz Pedagogy, Keyboard Fundamentals. Qualifications: Masters Degree or equivalent. Professional performance credits: University teaching experience. Rank: Lecturer. Appointment: Starting September 1, 1988. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Send resume, recent cassette, and three letters of recommendation to: Bernadine Burke, CND, Chair, Department of Music, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Position in Music. Position: Tenure track appointment at the rank of Assistant Professor. Qualifications: Doctoral in Music, Musicology, or equivalent; expertise in one or more of Orff, Kodaly, or Suzuki methods; record of research involvement; training and expertise in choral conducting desirable. Duties: Teaching of undergraduate courses in Music Education; possible direction of one or more instrumental ensembles; general courses as appropriate. Possibility of teaching graduate level courses in Music Education at a later date. Salary: Commensurate with rank and experience (Assistant Professor floor for 1987/88: $29,700). Appointment Date: September 1, 1988. Closing Date: February 15, 1988. Application: Letters of application together with curriculum vitae and three letters of reference should be sent to: Dr. Peter Dicks, Director, School of Music, Queen's University, Kingston, Ontario, K7L 3N6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are encouraged to apply.

McGILL UNIVERSITY. Department of Music. 1. Tenure track appointment at the rank of Assistant Professor. 2. Doctorate in music education; instrumental specialist with public school teaching experience; record of involvement in experimental or descriptive research; interest in computer-assisted instruction desirable. 3. Coordination of the School Music Instrumental program; supervision of teaching; teaching of methods courses; and supervision of doctoral students. 4. Salary: according to qualifications and experience. 5. Send a curriculum vitae and arrange to have three letters of reference sent to: Prof. D.B. Minogue, Chairan, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective: September 1, 1988. 7. Deadline: February 15, 1988. 8. In accordance with Canadian immigration requirements, this advertisement is directed in the list instance to Canadian citizens and permanent residents.

NATIVE STUDIES

TRENT UNIVERSITY. Native Studies. The Department of Native Studies invites applications for a tenure track position at the Asst and Professor level in the area of Ojibway or Iroquois culture and language to commence 1 July, 1988. Teaching areas may include Ojibway or Iroquois culture, Ojibway or Iroquois language, Native identity development, culture and community, and assisting with the introductory course, as well as participating in programme development and community-based research. Some off-campus teaching may be required. Candidates should have a Ph.D. or equivalent, teaching experience, knowledge of traditional Native cultures and direct experience working with Native people and research interests in the area of Native culture. Applications accompanied by a full curriculum vitae and three letters of reference should be sent to Prof. D. McCaskill, Chair, Department of Native Studies, Trent University, Peterborough, Ont. K9J 7B8. The closing date for applications is 28 February, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Native Studies. Applications are invited for a tenure-track position at the Assistant Professor level, effective 1 July 1988. Candidates must be of Native ancestry and have a minimum of a Master's degree and expertise in one or more of the following subject areas in Native Studies: Native Women, Contemporary Native Politics, Judicial/Corrections Processes, Social Services, Native Law. Candidates must have an active interest in research. Some off-campus teaching may be required. Send CV and three confidential letters of reference to Dr. F.L. Barron, Head, Department of Native Studies, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 The closing date is 29 February 1988. This advertisement is directed to both Canadian and American citizens and is in keeping with an exemption from the Saskatchewan Human Rights Commission.

NURSING

BRANDON UNIVERSITY. Faculty of Science, Department of Nursing and Health Studies. Chairperson. Applications are invited for a faculty appointment at the Chairperson level (tenure track) for the Department of Nursing and Health Studies. The successful candidate will be expected to provide administrative and continue development of two innovative programs to meet the specific education needs of both Registered Nurses and Registered Psychiatric Nurses in Manitoba. Duties will also include instruction of courses as per contract requirements. Experience should include curriculum development and program administration in Nursing Education. Candidates should have nursing practice experience in a variety of settings. Preference will be given to candidates with a Doctoral degree in nursing. A Masters degree in nursing and teaching experience may also be considered. The opportunity to develop a research program in nursing will be actively supported by Brandon University. Starting Date: As soon as possible. Deadline for Applications: March 1, 1988. Present Salary Ranges: Associate Professor: $38,067 - 554,047; Full Professor $48,283 - $67,422. Please direct letter of application, with curriculum vitae, and three letters of reference to: Dr. Peter Letkeman, Chairman, Search Committee, Brandon University, Brandon, Manitoba R7A 6A9. Telephone: (204) 727-9625 (collect calls are in Manitoba 1-800-852-2704, Ext 625

NUTRITION

UNIVERSITY OF GUELPH. Two Tenure-track positions in Applied Human Nutrition. 1. Associate or Assistant Professor in Community Nutrition. Applicants should have a Ph.D. in human nutrition and be prepared to teach courses at both the undergraduate and graduate levels in community nutrition and to carry out an active program of research. Expertise in public health/community nutrition, nutrition education or behavioral aspects of nutrition and established achievement in research are sought. An interest in international nutrition would be considered an asset. 2. Assistant Professor in Clinical Nutrition. Applicants should have a Ph.D. in human nutrition and be prepared to teach courses at both the undergraduate and graduate levels in clinical nutrition and to carry out an active program of research. Clinical dietetic experience is desirable and eligibility for membership in the Canadian Dietetic Association is required. Applicants should send a curriculum vitae and the names of three references to Dr. Donna Woolcott, Chair, Applied Human Nutrition Search Committee, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1 Subject to final budgetary approval.

MACDONALD COLLEGE OF McGILL UNIVERSITY. Human Nutrition. Assistant or Associate Professor. A tenure track appointment effective July 1, 1988, which involves research, teaching at graduate and undergraduate levels and general faculty duties in the School of Dietetics and Human Nutrition. Base annual salary at the Assistant Professor level is $32,474, and at the Associate Professor level is $37,823. Salary will be commensurate with experience. Preference will be given to the applicant with postdoctoral experience and an established research program. Research can address one of several areas in human nutrition: nutrition education/communications, community nutrition, clinical nutrition, and nutritional epidemiology are of particular interest. Applicants must hold a Ph.D. or equivalent degree in nutrition or a closely related field, and meet the eligibility requirements for the Canadian Dietetic Association. Academic experience in teaching and guidance of dietetic students is highly desirable. Interested applicants should send curriculum vitae, a statement of research direction, copies of relevant publications, university transcripts, and have three letters of reference from persons qualified to judge research, teaching and professional abilities sent to: Dr. Harriet V. Kuhnlein, Professor and Director, School of Dietetics and Human Nutrition, Macdonald College of McGill University, 21,111 Lakeshore, Ste. Anne de Bellevue (Quebec) H9X 1C0. Closing date is May 10, 1988, or until a suitable candidate is found. Macdonald College of McGill University is located 35 kilometers west of the Montreal campus of McGill University. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill is English.

PHILOSOPHY

TRENT UNIVERSITY. Philosophy. The Department of Philosophy, Trent University, invites applications for a one-year sabbatical replacement position, subject to budgetary approval, beginning July 1, 1988 to teach Practical Reasoning and Early Modern Philosophy. Background in aesthetics and the philosophy of art may also be of value. Applicant should be nearing the completion of their dissertation or have completed a Ph.D. in one of the areas where teaching is required and have had experience in the other. Salary and rank will depend on qualifications and experience. Applications, including a complete curriculum vitae and the names and addresses of three referees should be sent to Professor John Burbidge, Chairman, Department of Philosophy, Trent University, Peterborough, Ontario, K9J 7B8. The deadline for the receipt of applications is February 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Philosophy. The Dept. of Philosophy invites application for two or three (these replacement positions, 9-month contracts (September 1, 1988 - May 31, 1989). Rank: lecturer or assistant professor depending on qualifications. Salient 9-month minimum salary for assistant professor, $25,000. Area of specialization and competence: open. Teaching load: two courses per semester and occasional tutorials. Applicants should send dossiers including letters of, G. Gl Govannini, Chairman, Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. Closing date of applications for these positions are filled. In accordance with Canadian immigration laws, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE LAVAL. Faculté de philosophie. Professeur(e) de philosophie. Description du poste: Le poste de professeur(e) régulier à pourvoir se situe dans le champ de la philosophie sociale et politique, la philosophie du droit et des institutions politiques. La tâche d'un professeur régulier se répartit comme suit: enseignement aux trois cycles, (éventuellement); encadrement des étudiant-e-s gradué-e-s; travaux de recherche dans se spécialité; participation à l'administration de l'Unité. Critères de sélection: Posséder un doctorat en philosophie, ou l'équivalent, au moment de l'embauche. Maîtrise la langue française et posséder une bonne connaissance d'une autre langue. Posséder une solide culture générale en philosophie. Manifester des aptitudes particulières à la recherche et l'enseignement. Montrer un intérêt pour l'interdisciplinarité. Traitement: Selon le rang universitaire et la convention collective. Date probable d'entrée en fonctions: le 1er juin 1988. Adresser lettre de candidature, curriculum vitae et trois (3) lettres de recommandation, avant le 15 février 1988 à: Jean-Guy Nadeau, doyen, Faculté de philosophie, Pavillon Félix-Antoine-Savard, Université Laval, Québec, G1K 7P4.

PHYSICAL EDUCATION & ATHLETICS

LAKEHEAD UNIVERSITY, School of Physical Education and Athletics is seeking applications for a tenure track position for the position of Director of the School of Physical Education and Athletics. Located in Thunder Bay, Ontario, Lakehead University is a growing and progressive university which has a full and part-time enrolment of 5,000 students and a faculty complement of 245. The School of Physical Education and Athletics has 10 full-time faculty and 175 undergraduate students in its B.H.P.E. degree program. The School also offers a M.A. or M.Sc. program in the Theory of Coaching. The Director will report to the Dean of Professional Studies and Chairman of Physical Education, Co-ordinator of the Graduate Program, the Athletic Coordinator, and building and pool supervisors. The School is housed in the C.J. Saunders fieldhouse which has in addition to a 50-meter pool, 2 gyms, squash courts, an 8-lane indoor track, 4 physiology laboratories and a Sports Medicine Clinic. The Physical Education program at Lakehead is nationally recognized and has a progressive philosophy. The Athletics program has been reviewed recently and the Director will be expected to provide strong leadership in this area. The successful candidate will have proven leadership skills in both academic and athletic areas, a doctoral degree, and a demonstrated commitment to research and teaching. The candidate will also have experience in the administration of sport at the university level. The term of appointment as Director is three years and will commence July 1, 1988. The candidate will hold a senior academic rank and a probationary (tenure track) appointment in the School. Applications and nominations and the name and addresses of three referees should be sent to: Dr. Dianne Kieren, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

UNIVERSITY OF ALBERTA. Exercise Biochemistry, Adapted Physical Education. Applications are invited for two tenure-track positions in the Department of Physical Education and Sport Studies at the University of Alberta. Applicants must have a Ph.D. degree and an active research program. The appointments will be effective July 1, 1988 and are subject to budgetary approval. Appointment rank subject to experience and qualifications. Salary ranges: Assistant $30,615-45,340; Associate $39,620-57,236; Full $50,630 (floor). The Department of Physical Education and Sport Studies offers a four-year B.Ed. degree, and M.Sc. degrees, and a Ph.D. degree. The undergraduate degree includes a strong discipline, activity, and professional focus and offers a major concentration in Adapted Physical Education, Administration of Sport, Athletic Therapy, Coaching, Dance, Fitness and Health Promotion, Outdoor Education, Physical Activity and Sport for Children, Physical Activity Leadership, and Sport Studies. Each research centre has both practicum and lecture courses. Graduate degrees are offered in the Behavioural area including Adapted Physical Education, the Sociocultural area, and the Biological Area (including Exercise Biochemistry) Department priorities for these positions are in the areas of Adapted Physical Education and Exercise Biochemistry. Successful applicants will be expected to teach in the undergraduate and graduate programs, advise graduate students and maintain an active research program. Preference will be given to applicants who can contribute to the broader scope of department needs. Further details regarding the Department and the positions are available upon request. Letters of application which include descriptions of research and teaching interest, should be accompanied by a curriculum vitae and names of three referees. These should be sent prior to February 29, 1988 to: R.G. Glassford, Dean, Faculty of Physical Education & Recreation, University of Alberta, Edmonton, Alberta T6G 2H9. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in Employment.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research projects is available on request. Applicants should send a resume and names of 3 references to Prof. A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants from women candidates are particularly welcome.

PHYSIOLOGY

UNIVERSITY OF OTTAWA. Physiology. Applications are invited for a tenure-track position at the Assistant Professor level, for candidates with MD and/or PhD degrees and post-doctoral research experience. The successful applicant will be expected to develop and maintain an independent, funded research program of high caliber and to participate in the Department's teaching activities, involving medical undergraduates and graduate undergraduate, as well as graduate students. Interest in teaching endocrinology is an advantage, but is not essential. The ability to teach in French as well as in English, is an asset. Applicants should submit curriculum vitae, names and addresses of three referees, and a brief summary of research plans to Dr. K.C. Marshall, Chairman, Dept. of Physiology, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Ottawa, Ont. Canada, K1H 8M5. Closing date: March 1, 1988 In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

ST. FRANCIS XAVIER UNIVERSITY. Department of Political Science. Subject to budgetary approval, two appointments will be made for the 1988-9 academic year. One of these will be tenure stream; the other limited term (one or two years). The successful candidates will be appointed at the Lecturer/Assistant Professor level, depending on qualifications and experience. For appointment at the Assistant Professor level, a completed Ph.D. is required. Candidates with a specialization in the following areas will be considered: (1) History of Political Thought; (2) Politics of Development and Underdevelopment/Third World Politics; (3) Public Administration/Public Policy. Both appointments will begin July 1, 1988. Salaries and qualifications should be sent to Dr. Phillip Wood, Chair, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. All applications mailed by February 15, 1988, will be considered.

THE UNIVERSITY OF WESTERN ONTARIO. Political Science. Subject to budgetary approval, two limited term appointments will be made for the 1988-89 academic year. Candidates should have the Ph.D. (or be near completion) and should have research and teaching interests in one or more of the following: Public Administration, International Relations, American Politics, and Local Government. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Appointments will be made at the rank of Lecturer or Assistant Professor; salary is negotiable. Effective date of appointments: July 1, 1988. Applications, together with a c.v. and the names of 3 referees, should be directed to: Dr. R.A. Vernon, Chairman, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: February 1, 1988. Women are especially encouraged to apply.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Comparative Politics. Developing Areas, with a specialization in Latin America. The appointment is at the Assistant Professor level but with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a strong research record. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is February 15, 1988. Applications, including a curriculum vitae, university transcripts and the names of three referees, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W, Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY Department of Political Science. McGill University invites applications for a tenure track position in Political Theory This position is subject to budgetary approval. The appointment will be at the Assistant Professor level but with the possibility of a higher rank not precluded Candidates must have a Ph.D. and a strong research record. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is February 1, 1988. Applications, including a curriculum vitae and names of three referees should be sent to: R.G. Glassford, Dean, Faculty of Physical Education & Recreation, University of Alberta, Edmonton, Alberta T6G 2H9. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is February 1, 1988. Applications, including a curriculum vitae, university transcripts and the names of three referees should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants from women candidates are particularly welcome.

UNIVERSITY OF GUELPH. Child Studies. Applications are invited for a tenure-track position in the assistant professor level in Child Studies. Applicants should have a Ph D. with a background in developmental psychopathology or a developmental approach to childhood exceptionalities as well as an interest in the family as a context for development. Some clinical experience is required. Responsibilities include teaching at the undergraduate and graduate levels, the supervision of graduate student research, and participation in a vigorous research program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three references to: Bruce A. Ross, Chair, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

LAKEHEAD UNIVERSITY. Department of Psychology has a tenure track opening in Clinical Psychology. Applicants should have a strong background in the counselling theory and practice. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research and supervision of students in practicum settings. Clinical experience and registration are considered important to this position. Applicants should submit vitae, samples of publications, and references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Appointment effective 1 July 1988 (subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICS

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, invites applications for a one-year replacement position in political philosophy. An interest in the philosophy of law would be an asset. PhD, teaching experience and scholarly ability required. Salary will be commensurate with qualifications. This position is offered subject to budgetary approval. Applicants should send a current curriculum vitae, and should arrange to have three letters of recommendation sent, to the Chairman, Recruitment Committee, Department of Politics, Brock University, St Catharines, Ontario, L2S 3A1. The closing date for receipt of applications is February 15, 1988. The appointment will be effective July 1, 1988 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, invites applications for two one-year limited term appointments. Preferred candidates will have competence in empirical research methods and/or Canadian public administration/public policy/ local government. PhD, teaching experience and scholarly ability are desired. Salary will be commensurate with qualifications. These positions are offered subject to budgetary approval. Applications, including a current curriculum vitae, should be sent to The Chairman, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A1. The closing date for receipt of applications is February 15, 1988. Applicants should arrange also to have three letters of recommendation sent to this address. The appointment will be effective July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

PSYCHOLOGY

UNIVERSITY OF ALBERTA. Psychology. The Department of Psychology, University of Alberta, invites applications for a tenurable appointment (Ph.D. required) in the area of social development or lifespan developmental psychology. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), interactions with colleagues, and teaching ability. Rank is at the junior Assistant Professor level; 1988-87 salary $31,612 - $35,044 Applications should include curriculum vitae, three letters of recommendation, and reprints of recent publications, and be sent to Dr. Edward H. Cornell, Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada T6G 2E9. Deadline for receipt of applications is February 1, 1988, but early applications are encouraged so that a decision may be reached prior to this date The University of Alberta is committed to the principle of equity in employment

CARLETON UNIVERSITY. Department of Psychology. Subject to funding, the Department of Psychology at Carleton University wishes to appoint a tenure position for July 1988 at the Assistant Professor level a Developmental Psychologist with an interest in Neuropsychology The Department anticipates that this appointment may lead to a tenure-track position. The department welcomes applications from women candidates. The successful candidate will be involved in research, undergraduate and graduate teaching, including graduate supervision, and in the administration of the department. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario K1S 5B6. Applicants should arrange to have letters of reference sent directly to Dr. Jones. Applications must be received by March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH. Child Studies. Applications are invited for a tenure-track position in the assistant professor level in Child Studies. Applicants should have a Ph D. with a background in developmental psychopathology or a developmental approach to childhood exceptionalities as well as an interest in the family as a context for development. Some clinical experience is required. Responsibilities include teaching at the undergraduate and graduate levels, the supervision of graduate student research, and participation in a vigorous research program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three references to: Bruce A. Ross, Chair, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

LAKEHEAD UNIVERSITY. Department of Psychology has a tenure track opening in Clinical Psychology. Applicants should have a strong background in the counselling theory and practice. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research and supervision of students in practicum settings. Clinical experience and registration are considered important to this position. Applicants should submit vitae, samples of publications, and references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Appointment effective 1 July 1988 (subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an equal opportunity employer.

UNIVERSITY OF ST. JEROME'S COLLEGE. Psychology. Applications are invited for the position of Assistant Professor of Psychology, tenure stream. Qualifications Required. Ph.D or equivalent. Preferred area of expertise, clinical-developmental with a specialized academic proficiency in sexuality and marriage and the family. Starting date of appointment: July 1, 1988. Salary: Assistant Floor, $28,000, negotiable according to experience. Application should be mailed to: Dr. John Theis, Chair, Department of Psychology, University of St. Jerome's College, Waterloo, Ontario N2L 3G3 Closing date for applications: when position is filled.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a tenure-track position in the area of Experimental Social at the Assistant Professor level, beginning 1 September, 1988. This position is subject to budgetary approval. The successful candidate will teach undergraduate and graduate courses in Social Psychology In addition, it would be helpful if he or she could teach undergraduate courses in Introductory Psychology, Experimental Methods, or Statistics The candidate is expected to have an active program of scholarly research. Send letter of application, curriculum vitae, representative sample of reprints, and arrange to have three referees send letters to Professor Hal Weinberg, Department of Psychology, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position in the area of Learning and Memory at the Assistant Professor level, beginning 1 September, 1988. This position is subject to budgetary approval The successful candidate will teach undergraduate and graduate courses in Learning and Memory In addition, it would be helpful if he or she could teach undergraduate courses in Introductory Psychology, Introductory Psychology, Perception, Cognitive Processes, Experimental Methods, or Statistics. An active program of scholarly research is also essential. Send letter of application, curriculum vitae, a representative sample of reprints, and arrange to have three referees send letters to Professor Hal Weinberg, Department of Psychology, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WESTERN ONTARIO. Psychology. The Department of Psychology, University of Western Ontario, invites applications for a potentially tenure track position at the Assistant Professor level in the field of Educational Psychology. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Applicants from any subfield of Educational Psychology will be considered, but preference will be given to individuals with strengths in classical applications of cognitive psychology and/or educational assessment. The initial appointment will be for a 3-year limited term period, with the possibility of subsequent conversion to probationary status. The scheduled starting date, subject to budgetary approval is July 1, 1988. Letters of application, including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. W. J. McClelland, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Applications from women scholars are especially invited. An equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology invites tenure-track Assistant Professor position in our clinical/community psychology program will be available July 1, 1988, subject to budgetary approval. We would prefer a person in the child or family area, but are seeking a candidate with strong promise of productivity in both research and practice. We have a well-established and strongly supported Ph.D. program and are able to offer an attractive benefits and salary package (1988-87 range: $30,711 - $39,567), ample research support, and an opportunity for professional practice through our Psychological Services Centre. The University hosts a wide variety of professional schools, including areas relevant to psychology such as education, medicine, law, nursing, and commerce. Applicants should submit a vitae and copies of reprints, and have three referees forward letters to: Richard Wollert, Director of Clinical Training, Psychology Department, University of Saskatchewan, Saskatoon, Canada S7N 0WO. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a tenure-track position in the area of Applied Developmental Psychology. The appointment may be made at the rank of Assistant or Associate Professor, depending upon the experienced record of the successful candidate. Applicants should be prepared to teach graduate-level courses in assessment of children, learning disabilities, and intervention strategies with children and families and should be committed to an active program of research in Applied Developmental Psychology. Additional interests in personality or psychopathology or social psychology would be a major asset. Applicants should send curriculum vitae and names of three referees to Brian Ferri, Acting Chair, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Psychology. The Psychology Discipline of the Division of Social Science invites applications for a sabbatical replacement position (subject to budgetary considerations). Candidates should have expertise in Learning, Motivation, and Personality. Other areas will be considered. Applicants should have a completed Ph.D. Applications, including a curriculum vitae, a statement of 3 referees and reprints of recent publications should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5, Canada. In accordance with Canadian Immigration regulations, preference will be given to citizens and permanent residents of Canada.

ST. THOMAS UNIVERSITY. Psychology. The Department of Psychology, St. Thomas University, invites applications for a two year probationary (tenure-track) appointment (subject to approval) at the level of Assistant Professor in the area of Sensation and Perception. The candidate will be expected to teach undergraduate courses, supervise honours theses and carry out an active research program. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. is required. Applicants should send their curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to: Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Applications accepted until position filled. Appointment effective July 1, 1988.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position at the assistant professor level, starting September 1, 1988. This position is subject to budgetary approval. Qualifications include a Ph.D. in clinical psychology and a one year internship. Area of research is open. In addition to undergreduate teaching, there will also be an opportunity to teach graduate courses within the clinical psychology doctoral program, which is accredited by the Canadian Psychological Association and the American Psychological Association, and to provide clinical supervision of graduate students. Salary will be commensurate with the applicant's qualifications and experience. Send letter of application, curriculum vitae, a sample of recent reprints, and three letters of reference to Professor Ronald Roesch, Director of Clinical Training, Simon Fraser University, Dept. of Psychology, Burnaby, B.C. V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Psychology. The Department of Psychology at the University of Western Ontario invites applications for one of the following positions in social psychology: 1. A sabbatical visitor. Available from July 1988 to June 1989. The person selected as a sabbatical visitor who would teach a one semester course at both the graduate and undergraduate levels in salary supplement subject to agreement. Applications are encouraged from all Canadian end none.

LAURENTIAN UNIVERSITY. Psychology. The Department of Psychology expects to make a tenure stream appointment at the assistant professor level to teach experimental psychology (including perceptor processes and perception); Introductory psychology end advanced quantitative courses in the undergraduate programme. The appointee is required to be bilingual since some or all of the teaching load will be in French. Ph.D. is required and some survey experience is preferred. Laurentian University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Applications together with curriculum vitae and the names of three referees should be sent by February 29, 1988 to: Dr. Marguerite Herman, Chairman, Department of Psychology, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITE LAURENTIENNE. Psychologie. Le département de psychologie prévoit faire une nomination à titre d'essai au rang de professeur adjoint pour l'enseignement de la psychologie expérimentale (incluant la perception et les processus récepteurs), de la psychologie générale et des méthodes quantitatives avancées dans un programme de premier cycle. Le(la) titulaire doit être bilingue puisqu'une partie ou toute la charge d'enseignement sera en français. Un Ph.D est exigé. La préférence sera accordée aux candidats ayant quelque expérience de l'enseignement. Cette annonce s'adresse également aux citoyens canadiens et immigrants. Conformément aux règlements de l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Les intéressés sont priés de faire parvenir leur candidature, accompagnée d'un curriculum vitae et des noms de trois répondants, avant le 29 février, 1988, au: Professeur Marguerite Herman, directeur, département de psychologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6.

RECREATION

BROCK UNIVERSITY. Department of Recreation and Leisure Studies, School of Physical Education and Recreation. The Department of Recreation and Leisure Studies invites applications for a tenure-track position at the Assistant or Associate Professor level. Candidates must have a Master's degree in recreation for special populations. Applicants should have completed, or be close to completing, the doctoral degree. The successful candidate is expected to contribute to the research and to teach, in the field of recreation for special populations. This appointment will begin July 1, 1988, subject to budget approval. Deadline for applications is March 15, 1988. In accordance with Canadian immigration requirements, preference will be given to citizens and permanent residents of Canada.

BROCK UNIVERSITY. Department of Recreation and Leisure Studies, School of Physical Education and Recreation. The Department of Recreation and Leisure Studies invites applications for a tenure-track position at the Assistant or Associate Professor level. Knowledge of, and expertise in, entrepreneurship and management of commercial recreation businesses would be an asset. Completion of the doctorate degree is preferred. The successful candidate is expected to contribute to the research, and to teach, in the field of commercial recreation. This appointment will begin July 1, 1988, subject to budget approval. Deadline for applications is March 15, 1988. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and landed immigrants. Brock University is an equal opportunity employer. Please send curriculum vitae and names of three referees to: Dr. J. Larsen, Chairman, Department of Recreation and Leisure Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

RESEARCH ASSOCIATE

McMASTER UNIVERSITY HEALTH SCIENCES CENTRE. Department of Clinical Epidemiology and Biostatistics. Senior Research Associate. A senior research associate is required to coordinate a research overview service which will provide methodological assistance to clinicians desiring to prepare overviews in their fields of specialty. Applicants must have a Ph.D. or M.Sc. in epidemiology with a demonstrated interest in the methodology of research reviews. Expertise is required in search strategies, statistical analysis and general research methodology as demonstrated by a successful record in peer reviewed publications and grant competitions. Experience in multidisciplinary research with health professionals is required. Duties include helping clinical investigators refine their question; supervision of research librarian in searching relevant literature; supervision of staff in conducting blinded assessments of content and methodology of primary research; collaborating with statisticians in conducting analyses; defining methodological issues in research overviews; and designing studies to elucidate these issues; preparing publications describing the results of the work; writing grants to obtain ongoing funding. The salary will be between $40,000 and $45,000, plus fringe benefits added. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and residents. Please direct applications to Gordon Guyatt, Department of Clinical Epidemiology and Biostatistics, McMaster University Health Sciences Centre, Room 3H7, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5.

SCIENCE & TECHNOLOGY

THE NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY with the support of the Natural Science and Engineering Research Council of Canada invites applications for a new NSERC-sponsored Post-Doctoral Fellowship in the History of Science and Technology in Canada, to be established in the Collections and Research Division of the Museum in Ottawa. The NMST mandate includes the fostering of scientific and technical literacy throughout Canada by collecting and preserving Canada's scientific and technological heritage, and by demonstrating the products and processes of science and technology, as well as their economic, social and cultural relationships with society, with special but not exclusive reference to Canada. While NMST collections and research activities are currently encompass a wide range of scientific and technological topics, future plans include an emphasis on strengthening the areas of Communications and Space, of Transportation, and of Energy and Natural Resources. This is a research position with Ph.D. required, subject areas to be applicants must have some background in science or engineering. Appointment to start as soon as a suitable candidate is available, at a salary of $23-$24,000 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The standard NSERC Post-Doctoral Fellowship form is to be used. These can be obtained directly from the Office of the Director of NMST at the address given below, or directly from the Research Man power Programme Director, Natural Sciences and Engineering Research Council, 200 Kent Street, Ottawa, Canada K1A 1H5 (613) 996-0541. Send completed application by April 1, 1988 accompanied by a brief statement of the relevance of the proposed research project to the NMST mandate, as soon as possible to: **LE MUSÉE NATIONAL DES SCIENCES ET DE LA TECHNOLOGIE** avec l'appui du Conseil de recherche en sciences naturelles et en génie du Canada offre pour le premier fois une bourse post-doctorale en histoire des sciences et de la technologie au Canada, établie pour la Division des collections et de la recherche du Musée, à Ottawa. Le mandat du MNST comprend le promotion de la culture scientifique et technique partout au Canada par le biais d'assez ses objectifs, le Musée recueille et conserve le patrimoine scientifique et technique canadien, et démontre non seulement les méthodes et les produits des sciences et des techniques mais aussi le caractère économique, social et culturel de leurs relations avec la société canadienne en particulier, mais pas exclusivement. Le Musée, dont les collections et les recherches concernent un vaste éventail de sujets scientifiques et techniques, projette, dans les prochaines années, de concentrer ses efforts sur les communications et l'espace, le transport, l'énergie et les ressources naturelles. Les candidats a ce poste de recherche doivent être titulaires d'un doctorat en quelque discipline que ce soit. Toutefois les candidats doivent avoir acquis une certaine formation en science ou en génie. L'entrée en fonction aura lieu dès que possible selon la disponibilité du candidat retenu, et le salaire annuel est de 23-24 000 $. Conformément à la réglementation canadienne en matière d'immigration, le poste s'adresse aux citoyens canadiens et aux résidents permanents. Les candidats doivent remplir le formulaire de demande de bourse postdoctorale du CRSNG, qu'ils peuvent se procurer à la Direction des programmes de formation de chercheurs, Conseil de recherches en sciences naturelles et en génie, 200, rue Kent, Ottawa, Canada, K1A 1H5 (613) 996-0541, ou auprès de la Direction du Musée, à l'adresse indiquée ci-dessous. Le formulaire doit être accompagné d'un exposé concis décrivant le pertinence du projet de recherche proposé dans le contexte du mandat du Musée, et doit être adressé dans le meilleur délai à: Monsieur J. Wm. McGowan, directeur, Musée national des sciences et de la technologie, 2380, chemin Lancaster, Ottawa, Canada, K1A 0M8; (613) 991-3030.

SOCIAL SCIENCE

CONCORDIA UNIVERSITY. Department of Applied Social Science. Applications for a tenure stream position at the rank of Assistant Professor to begin June 1, 1988. The Department is seeking a person with expertise in experiential teaching, whose area of speciality is systems change, at the community or organizational level. Demonstrated excellence experience is essential. Relevant doctoral degree required. Candidates near completion of doctoral program will be considered. Demonstrated competence in action research, program evaluation and publishing. The Department of Applied Social Science emphasizes practice based teaching and learning, in an atmosphere of innovation. Adult learners make up over half of the student body. The Department offers courses in interpersonal relations; counselling; life cycle development; small group development; sexuality and human relations; training in leadership and intervention; action research; organizational and community development. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by March 25, 1988 to: Dr. Dorothy Markiewicz, Chairman, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

SOCIAL WORK

LAURENTIAN UNIVERSITY - SUDBURY, ONTARIO. School of Social Work. A tenure stream appointment is available in the School of Social Work. The date of appointment will be July 1, 1988. The successful candidate will be expected to teach in an honours undergraduate degree program, conduct scholarly research, and do field work supervision. Qualifications: Ph.D. preferred. Candidates with a M.S.W. and extensive practice experience will be considered. A proven publication record or demonstration of the capacity to conduct scholarly research is necessary. The ability to teach in both English and French is essential. Closing Date: February 29, 1988. Laurentian University is an equal opportunity employer. Canadian immigration laws dictate that this position be offered in the first instance to qualified Canadian citizens and permanent residents. Application and curriculum vitae should be sent to: Professor Pierre Roberge, Director, School of Social Work, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF WATERLOO. RENISON COLLEGE. Social Work. Applications are being accepted from Canadian citizens and permanent residents for a full time position in Social Work: 1. Assist. Prof. or Assoc. Prof. 2. MSW or DSW with social work and preferably teaching experience. 3. Teaching of undergraduate courses in Community Organization and other areas of Social Work in the College's Social Development Studies programme. 4. Salary: open end dependent on qualifications and experience. 5. Ian L. Campbell, Principal, Renison College, Waterloo, Ontario N2L 3G4. 6. Effective: September 1, 1988, or earlier. Applications from women candidates are particularly welcome.

SOCIOLOGY

BISHOP'S UNIVERSITY. Sociology. The Department of Sociology at Bishop's University will be making a one year sabbatical replacement appointment for the year 1988-89 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should be in Criminology,

will be commenseurate with the qualifications and achievements of the candidate. Applications, curriculum vitae and the names, addresses and telephone numbers of three referees, should be sent to: Ron Singer, Chairman, Department of Theatre, Faculty of Fine Arts, York University, North York, Ontario M3J 1P3. Application deadline is: March 15, 1988. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final approval by the University.

THEOLOGY

WATERLOO LUTHERAN SEMINARY, Invites Applications for a Teaching Position in the Area of Old Testament. WLS is seeking a person with the following qualifications: Expertise in the areas of hermeneutics, exegesis, Hebrew language, the history and theology of the Old Testament writings and Judaism, and the teaching of English Bible; ordained Lutheran pastor in good standing with at least three years of parish experience; at least one quarter of S.P.E./C.P.E. or its equivalent; earned doctorate or atl but dissertation; compatibility with the faculty of Waterloo Lutheran Seminary, an institution federated with a university; experience at or equivalent to the Assistant or Associate Professorial level including teaching competency and refereed publications; ability to relate effectively to and counsel with students as a pastor and professor. It is hoped to make appointment effective Sept. 1/88. Deadline for applications March 1/88. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications and resume to: The Principal-Dean, Waterloo Lutheran Seminary, Waterloo, Ontario, Canada, N2L 3C5.

URBAN & REGIONAL PLANNING

UNIVERSITY OF WATERLOO, School of Urban and Regional Planning. The School of Urban and Regional Planning invites applications for a tenure-track appointment. The position is for an individual with expertise in environmental planning. The School is seeking a person with strengths in both the conceptual and applied aspects of the environmental field. The position is for an established scientist capable of heavy involvement in the School's Ph.D. program. An integrative, ecosystem, interdisciplinary approach is sought. Appropriate applications would be in Ecology or Environment or Resource Management. Suitable supplementary degrees could be in related synoptic fields like Regional Planning, Geography or Development Studies. A Ph.D. is required. Commitment to participation in the planning process, professional experience, and an interest in the developing world would be assets. The School of Urban and Regional Planning is part of the Faculty of Environmental Studies which includes a School of Architecture, a Department of Environment and Resource Studies and a Department of Geography. Planning programs include an undergraduate Honours degree program, and at the graduate level, Master's and Ph.D. programs. Please send, by February 26, 1988, a Curriculum Vitae and three referees to Professor Len Gerter, Director, School of Urban and Regional Planning, University of Waterloo, Waterloo, Ontario N2L 3G1. The appointment will commence July 1, 1988 or as soon thereafter as possible. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible

URBAN STUDIES

YORK UNIVERSITY. Faculty of Arts, Division of Social Science. Applications are invited for a tenure track appointment at the assistant professor level commencing July 1, 1988. We are interested in a candidate to teach courses in our undergraduate urban studies programme, with an emphasis in urban sociology/anthropology. Ph.D. and a strong background in research methodology is required. Publications and interdisciplinary teaching experience desirable. Send curriculum vitae and names of three referees by February 29, 1988, to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. The availability of this position and its terms are conditional on university approval, in conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equality and men and women are invited to apply.

VISUAL ARTS

UNIVERSITY OF REGINA, Department of Visual Arts. Applications are invited for a two-year appointment as Artist-in-Residence at the rank of Assistant Professor (base budget 1988-89: $29,321). The successful candidate should be able to teach all levels of drawing and introductory classes in printmaking. Qualifications are an M.F.A. or equivalent with professional exhibition record in addition to teaching experience. Appointment to be made for the academic year 1988-90. Please submit applications with curriculum vitae with slide documentation and three letters of reference by March 1, 1988 to: Dr. Martin Bergbusch, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Fine Arts, Department of Visual Arts. A full-time tenure stream appointment at the Assistant or Associate Professor level to teach undergraduate courses in the area of Interdisciplinary Studio and other areas such as drawing and/or photography depending on the candidates interests and qualifications. The candidate will be expected to teach in the MFA program. The candidate will also be expected to devote a reasonable proportion of time to research/scholarly/creative work. Appointment commences July 1, 1988. Salary will be commensurate with experience and rank. Applicants should be mature working artists with a broad interest in and knowledge of the areas covered by interdisciplinary studio which include: performance art, video, experimental film, film and/or video with computer interface, audio media, word text, installation art, etc. Applicants will have teaching experience at the undergraduate and graduate levels. An ability to communicate effectively in English is essential. A graduate degree in Visual Arts with concentration in interdisciplinary Studio or equivalent is preferred. All applications should include curriculum vitae, statement of teaching philosophy, 35mm slides and/or other documentation of current work as well as names, addresses and telephone numbers of three references. Applications should be directed to: Ted Gieler, Chair, Department of Visual Arts, Faculty of Fine Arts, York University, North York, Ontario M3J 1P3. Deadline for receipt of applications is March 30, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

SIMON FRASER UNIVERSITY, Centre for the Arts. Visual Arts Position. The Centre for the Arts invites application for a full time tenure track faculty appointment in the Visual Arts. Primary duties of the position include the teaching of studio courses from the introductory to the advanced level, and the teaching of some academic courses in modern art history and theory. The ability to integrate historical and theoretical issues with studio teaching is a requirement. Artists working in all contemporary media are encouraged to apply. The successful candidate will be an active artist with a substantial exhibition record. It is also expected that the candidate will have teaching experience at the post-secondary level. Candidates should be prepared to accept faculty responsibilities within an interdisciplinary Fine and Performing Arts department, duties to begin August 1988. Preference will be given to candidates eligible for employment in Canada at the time of employment. The appointment will be made at the level appropriate to the experience of the successful candidate. Letters of application, curriculum vitae, and the names of three referees should be received by February 5, 1988 and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/ 393-1130.

ACCOMMODATION

HOME FOR EXCHANGE: Attractive, three bedroom, turn of the century house with garden in Central Halifax. Near the universities. Will exchange it for a home in Toronto for July and August, 1988. Phone (902) 420-5762 during the day or (902) 455-3010 in the evenings.

LONDON, ONT. Sabbatical home for rent, July 1988 - July 1989, 3 bedrooms, family room, fully equipped, garage, quiet residential area, wooded ravine lot, 10 minutes to UWO, $975/month plus utilities; (519) 471-2273.

WALK TO OXFORD COLLEGES. House for Rent. June-Oct. 88. Centrally heated, recently decorated, fully furnished, 2/3 bedrooms, modern kitchen, garden. 430 pounds per month. Tel Canada: (613) 746-6718, (613) 745-1368, UK: 011-44-865-53679.

OTTAWA, NEW EDINBURGH. Furnished Townhouse For Rent. April - July 88. 2 bedrooms, 2 1/2 baths, large living areas. $1500 per month includes heat, electricity, snow removal. Tel 813 746-6718: 613 745-1368.

OTTAWA, McGEE'S INN offers superior accommodation in restored Victorian mansion; private baths, telephones, blocks from Ottawa University, complimentary breakfast included. Daily and weekly rates from $32. 185 Daly Avenue. Tel: (613) 237-6089.

GLEBE, Lower Duplex. Lovely 2 bedroom, lots of character. Fireplace, full basement, parking, eat-in kitchen, private deck overlooking garden, large, fenced yard. $885 inclusive; references: After 8:00 p.m. 813-594-0389.

McGill University
Montreal

TENURE-TRACK FACULTY POSITION

Department of Microbiology and Immunology

McGill University invites applications for a tenure-track faculty position, rank commensurate with experience, in the **Department of Microbiology and Immunology.** The successful applicant is expected to develop a strong and creative research program using modern techniques to study aspects of microbial pathogenesis and to participate in undergraduate and postgraduate teaching. The applicant should possess a Ph.D. and/or M.D. degree and relevant postdoctoral experience. In accordance with Canadian immigration requirements, first priority will be given to applicants who are Canadian citizens or landed immigrants, however, others are advised and encouraged to apply. Interested candidates should submit a curriculum vitae, a one-page statement of research interests, and the names of three references to:

Dr. Robert A. Murgita
Chairman
Department of Microbiology & Immunology
McGill University
3775 University Street
Montreal, Quebec H3A 2B4 Canada

ST. THOMAS UNIVERSITY

INVITES NOMINATIONS AND APPLICATIONS FOR APPOINTMENT TO:

THE CHAIR OF NATIVE STUDIES

APPLICATIONS SHOULD BE ACCOMPANIED BY A CURRICULUM VITAE AND NOMINATIONS SHOULD INCLUDE A BIOGRAPHICAL OUTLINE. ALL DOCUMENTATION FOR THE POSITION SHOULD BE SUBMITTED TO:

Dr. Noel A. Kinsella
Secretary
Selection Advisory Committee
St. Thomas University
P.O. Box 4569
Fredericton, NB
Canada
E3B 5G3

UM

THE UNIVERSITY OF MANITOBA
School of Social Work

Director, B.S.W. Degree Program, Thompson, Manitoba

The Program: is a 4-year degree program located in Thompson, designed primarily for mature students (mostly Native) not meeting the usual admission requirements to university. Students are provided with financial, personal and academic supports. It is funded by the Department of Education, Province of Manitoba and Department of Regional Expansion, Government of Canada under the provisions of the Northern Development Agreement.

General Description: The successful applicant will be responsible for all administrative and academic aspects of a program involving approximately 50 students, five faculty plus administrative and clerical staff. Some teaching and counselling duties are involved as well as liaison with community agencies and organizations.

Desired Qualifications:

1. Minimum M.S.W. degree.
2. Teaching experience in a B.S.W. program and/or general familiarity with undergraduate social work programs.
3. Familiarity with affirmative action programs.
4. Administrative experience and capability, including familiarity with budget negotiations.
5. Knowledge of or experience in northern settings.
6. Demonstrated ability to work with Native students and organizations.

The Appointment: is a Contingent appointment to an academic rank depending on experience and qualifications, at a negotiable, competitive salary, effective July 1, 1988.

Both men and women are invited to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Reply in writing to: **Dr. Len Spearman, Chair, Recruitment and Hiring Committee, School of Social Work, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Application deadline is February 29, 1988.

BRANDON UNIVERSITY
DEAN OF EDUCATION

Applications and nominations are invited for the position of Dean of the Faculty of Education. The Appointment is normally for a five year term and will be effective September 1, 1988.

Applicants or nominees must have a strong background in teaching, research and university administration. The successful candidate will be expected to provide dynamic and innovative leadership in these areas.

The successful candidate also must be able to motivate and work cooperatively with faculty, staff and students, within the Faculty of Education and with other faculties and units on campus.

In accordance with Canada Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University encourages women and men to apply.

Nominations and applications with an up-to-date curriculum vitae and the names and addresses of three referees, should be forwarded by February 29, 1988 to:

Chair
Search Committee for Dean of Education
c/o President's Office
Brandon University
Brandon, Manitoba
R7A 6A9

UNIVERSITY of GUELPH

COLLEGE OF ARTS

DEPARTMENT OF ENGLISH LANGUAGE AND LITERATURE

Applications are invited for

DEPARTMENT CHAIR

The Department of English Language and Literature, with 21 full-time faculty, is a vigorous Department with high student enrolment, both in the undergraduate and Master's programs, a sound teaching record and ongoing research and scholarship with a number of related publishing projects and journals.

The successful candidate will have a strong academic record in teaching and scholarship, and be able to provide effective leadership for the Department.

The academic appointment will be at the Associate or Full Professor level and will carry tenure. Salary will be commensurate with qualifications and experience. The appointment will be effective July 1, 1988. Deadline for submission of applications is February 15, 1988.

Each applicant should forward his/her curriculum vitae and the names of three referees to: **Dr. D.R. Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Subject to final budgetary approval.

SIR EDWARD PEACOCK PROFESSOR OF ECONOMICS

The Department of Economics at Queen's University invites applications from established scholars for the position of Sir Edward Peacock Professor of Economics. Located in the Department of Economics, the successful applicant will be expected to conduct theoretical and/or empirical research in Economics. The Chairholder's responsibilities will include, in addition to research and scholarship, teaching undergraduate and graduate classes, supervision of doctoral candidates, and contribution to the development of public policy. The Peacock Professor is expected to provide intellectual leadership and is entitled to a discretionary expense allowance to help discharge this responsibility.

Salary and other considerations are competitive. Appointment can be effective July 1, 1988. Deadline for applications is January 31, 1988.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply to:

Professor Douglas D. Purvis
Head, Department of Economics
Queen's University
Kingston, Ontario
K7L 3N6

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THE ATLANTIC

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TORONTO/HALIFAX to Prestwick	$474.00	$498.00

– Please keep this advert for future reference –

All fares quoted are subject to change without notice and do not include Canadian Transportation Tax of $19.00 per person. Low season fares are quoted in Canadian dollars. Please indicate on coupon provided your specific dates for accurate quotation. Effective November 04, 1987, the outbound date of travel on the London fares determines the seasonal round trip fare to be applied. E.&O.E.

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All fares quoted in Canadian dollars and are subject to change without notice. Many other possibilities, please enquire. Children's fares available upon request. E.&O.E.

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AROUND-THE-WORLD

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Advance booking conditions and penalties apply. All fares, itineraries and routings are subject to change. All programmes subject to revision and termination. All fares quoted in Canadian dollars and do not include Canadian Transportation Tax of $19.00 per person. PLEASE CALL PETER E.&O.E.

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	CHRISTCHURCH	1382	1507	1760	1571	1697	2012
CALGARY	SYDNEY/BRISANE/ MELBOURNE	1570	1696	1948	1760	1885	2200
	PERTH	1949	2074	2326	2138	2263	2578
	AUCKLAND	1444	1569	1822	1633	1759	2074
	CHRISTCHURCH	1507	1632	1885	1696	1822	2137
WINNIPEG	SYDNEY/BRISBANE/ MELBDURNE	1685	1811	2063	1875	2000	2315
	PERTH	2064	2189	2441	2253	2387	2693
	AUCKLAND	15S9	1684	1937	1748	1874	2189
	CHRISTCHURCH	1622	1747	2000	1811	1937	2252
MONTREAL/ DTTAWA	SYDNEY/BRISBANE/ MELBDURNE	1800	1926	2178	1990	211S	2430
	PERTH	2179	2304	2556	2368	2493	2808
	AUCKLAND	1674	1799	20S2	1863	1989	2304
	CHRISTCHURCH	1737	1862	2115	1926	2052	2367
TORDNTD	SYDNEY/BRISBANE/ MELBOURNE	1780	1906	2158	1970	2095	2410
	PERTH	2159	2284	2536	2348	2463	2788
	AUCKLAND	1654	1779	2032	1843	1969	2284
	CHRISTCHURCH	1717	1842	2095	1906	2032	2347
HALIFAX/ FREDERICTON/ ST. JOHN	SYDNEY/BRISBANE/ MELBDURNE	1848	1974	2226	2038	2163	2478
	PERTH	2227	2352	2604	2416	2541	2856
	AUCKLAND	1722	1847	2100	1911	2037	2352
	CHRISTCHURCH	178S	1910	2163	1974	2100	241S
CHARLOTTETOWN/ SYDNEY, N.S.	SYDNEY/BRISBANE/ MELBOURNE	1878	2004	2256	2068	2193	2508
	PERTH	2257	2382	2634	2446	2571	2886
	AUCKLAND	1752	1877	2130	1941	2067	2382
	CHRISTCHURCH	1815	1940	2193	2004	2130	2445
ST. JOHN'S/ GANDER/ STEPHENYILLE/ DEER LAKE	SYDNEY/BRISBANE/ MELBOURNE	2003	2129	2381	2193	2318	2633
	PERTH	2383	2507	2759	2571	2696	3011
	AUCKLAND	1877	2002	2255	2066	2192	2507
	CHRISTCHURCH	1940	2065	2318	2129	2255	2570

LOW SEASON: April – September. SHOULDER SEASON: October – November. HIGH SEASON: December – March

All Fares: All fares and conditions are subject to change without notice and do not include Canadian Transportation Tax of $19.00 per person. In all cases outbound date of travel (transpacific) determines the return season.

2 MONTH FARES
Advance booking: Minimum 14 days prior to departure.
Length of stay: Minimum 6 days, maximum 2 months
Stopovers: 3 stopovers allowed in addition to point of turnaround (not including Tahiti and Cook Islands). Subject to specific routings.
Payments: 10% deposit required within 2 weeks of booking. Balance of payment due 30 days prior to departure.
Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

ONE YEAR FARES:
Advance bookings: None
Length of stay: Minimum 6 days, maximum one year.
Stopovers: Unlimited stopovers on current specified routings.
Payments: 10% deposit required within 2 weeks of booking. Balance of payment due 30 days prior to departure.
Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

PLEASE CALL PETER E.&O.E.

FOR ADDITIONAL INFORMATION PLEASE COMPLETE AND RETURN COUPON:

NAME: _____ FULL ADDRESS: _____
FACULTY / UNIVERSITY: _____ BUSINESS TEL: _____ HOME TEL: _____
DEPARTURE DATES: _____ LENGTH OF STAY: _____
DESTINATION: _____ # OF ADULTS: _____ # OF CHILDREN: _____
AIR ONLY: _____ LAND: _____ TOUR: _____ ENGLISH: _____ FRENCH: _____

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